MAKING BETTER
ESSENTIAL

2023 CORPORATE RESPONSIBILITY REPORT

PENTAIR

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REPORT PHOTOGRAPHY

Pentair invited employees to submit photos for potential inclusion in this report, bringing our purpose to life through their eyes. Please enjoy the imagery and perspectives of our employees, where indicated, as you read this report.

FROM OUR LEADERSHIP

LIVING OUR PURPOSE

As a purpose-driven company, we are energized each day by the positive impact we can make in creating a better world for people and the planet through smart, sustainable water solutions.

Pentair's sustainability and social responsibility strategy is aligned with our business strategy to help drive long-term value for our stakeholders while we reduce our impact on the environment. Through our three business segments, we are well-positioned to solve some of the world's toughest water challenges: Pentair Flow delivers solutions to **move** water where it's needed and removes water from where it's not wanted; Pentair Water Solutions helps **improve**

water quality and taste; and Pentair Pool enables people to **enjoy** water, more safely and sustainably.

Improving the world around us is essential to the products we design, the solutions we create, the customers and communities we serve, and how we operate. Together with our customers we are inspired that we can make a positive impact, and we are proud that our sustainability efforts have been recognized by several leading organizations. This includes being named by Newsweek as one of America's Greenest Companies 2024, by Real Leaders with a Most Innovative Model Award as part of its Top Impact Companies, and as a 2023 ENERGY STAR® Partner of the Year for the eleventh consecutive year.

We know there is more work to do, and we believe we are focused on the right priorities for the future. We are committed to **Making Better Essential**, for people and the planet.

Thank you,

John L. Stauch
President and CEO

MAKING BETTER ESSENTIAL

At Pentair, we believe we have a unique opportunity to positively impact our world by **Making Better Essential** through the collective efforts of our dedicated employees, customers, and partners. This focus on making life's essential resources better for people and the planet guides our social responsibility program.

We are pleased with our continued momentum in social responsibility and our progress on our Social Responsibility Strategic Targets, with key highlights as follows:

▶ Total Scope 1 and 2 GHG emissions decreased 30.9% compared to the 2019 baseline

▶ Our absolute water withdrawal decreased 22.9% compared to the 2019 baseline, an improvement of ~22 percentage points as compared to 2022

▶ We assessed 100% of new products using our product sustainability scorecard

▶ We assessed the ESG maturity of approximately 73% of our top 80% of existing suppliers by spend

▶ We continued to advance an inclusive and diverse workforce

Our progress is a result of the impactful contributions from our engaged employees. I am inspired by their actions and, for the second year in a row, their passion is brought forth in this report through their own photos of the environment.

As we look to the future, we believe we are well-positioned to continue our leadership as a sustainable company. We took steps this past year so that we are prepared for the evolving disclosure and reporting landscape both in the United States and

abroad, including refreshing our previous materiality assessment. This exercise reaffirmed our focus on the topics that matter most to us and our stakeholders.

I am proud of the progress we have made and grateful for the commitment of our employees, customers, shareholders, and Board of Directors. Together, we can make the world better and build a brighter future for all.

Thank you,

Karla Robertson
EVP, General Counsel, Secretary, and Chief Social Responsibility Officer

ABOUT PENTAIR

At Pentair, we help the world sustainably move, improve, and enjoy water, life's most essential resource. From our residential and commercial water solutions to industrial water management and everything in between, Pentair focuses on smart, sustainable water solutions that help people and the planet thrive.

In this section:
- Who We Are
- What We Do
- Company Overview

WHO WE ARE

OUR PURPOSE

To create a better world for people and the planet through smart, sustainable water solutions.

OUR MISSION

We help the world sustainably move, improve, and enjoy water, life's most essential resource.

OUR VISION

To be the world's most valued sustainable water solutions company for our employees, customers, and shareholders.

OUR VALUES

Our Win Right values are the foundation for our company and continue to define and guide the standards that shape how we work individually, together, and with our partners. We win through delivering on our values of Customer First, Innovation and Adaptability, and Accountability for Performance. And we do it the right way, through Absolute Integrity, Respect and Teamwork, and Positive Energy.

WIN	RIGHT
CUSTOMER FIRST	ABSOLUTE INTEGRITY
INNOVATION AND ADAPTABILITY	RESPECT AND TEAMWORK
ACCOUNTABILITY FOR PERFORMANCE	POSITIVE ENERGY
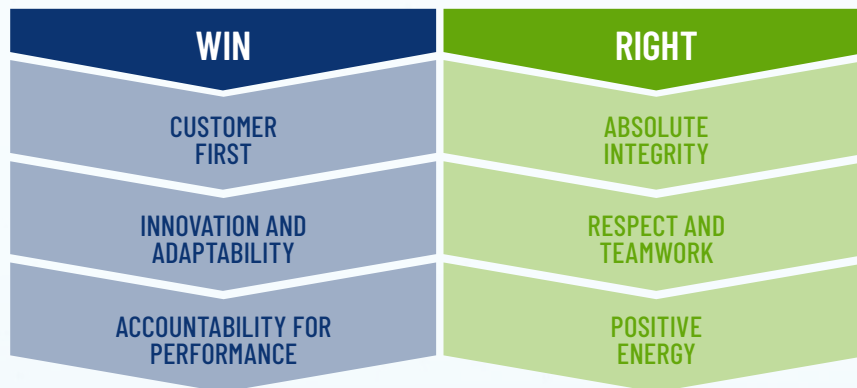
OUR IMPACT

Making Better Essential guides our social responsibility program.

The decisions we make, the products we create, the solutions we offer, and the partnerships we form are opportunities to make the world better.

We believe that making life better for people and the planet is essential.

PENTAIR

MAKING BETTER **ESSENTIAL**

WHAT WE DO

At Pentair, we help the world sustainably move, improve, and enjoy water, life's most essential resource. From our residential and commercial water solutions to industrial water management and everything in between, Pentair is focused on creating a better world for people and the planet through smart, sustainable water solutions. Please refer to our Annual Report on Form 10-K for more information about our business.

TRUSTED BRANDS DELIVERING INNOVATIVE, SUSTAINABLE SOLUTIONS TO ADDRESS THE WORLD'S TOUGHEST WATER CHALLENGES

MOVE WATER:
PENTAIR FLOW

PENTAIR FLOW

We optimize the flow of essential resources to enhance communities and industries, while protecting people, property, and the future of our planet.

Revenue: $1.6B

IMPROVE WATER:
PENTAIR WATER SOLUTIONS

PENTAIR WATER SOLUTIONS

We provide solutions that improve our customers' confidence in their water while also reducing environmental impact.

Revenue: $1.2B

ENJOY WATER:
PENTAIR POOL

PENTAIR POOL

We enable sustainable wellbeing with our innovative energy-efficient pool solutions.

Revenue: $1.3B

Photo Credit:
Courtnie Rowell,
Compliance Specialist

COMPANY OVERVIEW

WHERE WE OPERATE

10,578 EMPLOYEES | IN 27 COUNTRIES

LONDON, UK | GLOBAL HEADQUARTERS

GOLDEN VALLEY, MINNESOTA | MAIN US MANAGEMENT OFFICE

IRELAND | JURISDICTION OF INCORPORATION

128 TOTAL SITES | >8,000,000 SQUARE FOOTAGE

FACILITIES OVERVIEW

41 | MANUFACTURING SITES

27 | DISTRIBUTION/ WAREHOUSES

17 | OFFICES

40 | SERVICE CENTERS

3 | RESEARCH AND DEVELOPMENT SITES[1]

RESEARCH AND DEVELOPMENT

863 | TOTAL NUMBER OF PATENTS GRANTED

231 | TOTAL NUMBER OF PATENTS PENDING

$99.8M | RESEARCH AND DEVELOPMENT COSTS

2.4% | RESEARCH AND DEVELOPMENT COSTS AS % OF NET SALES

[1]*Research and Development sites, although reported separately above, are regarded as offices in Pentair's Annual Report on Form 10-K.*

MAKING BETTER ESSENTIAL

Pentair recognizes its responsibility and opportunity as an employer, a member of our community, and a part of the global economy in Making Better Essential. We are focused on advancing social responsibility and sustainability while driving future growth and value for our shareholders, employees, customers, and communities.

In this section:

▶ 2023 Social Responsibility Highlights
▶ Social Responsibility Progress
▶ Strategic Targets Progress Highlights
▶ Materiality Assessments

Photo Credit:
Marco Calatroni, Water Solutions Value Stream Manager

2023 SOCIAL RESPONSIBILITY HIGHLIGHTS

PLANET

Offered our customers **28**
ENERGY STAR®-certified pool pump models

Offered our customers **68**
ENERGY STAR®-certified ice machine models from Manitowoc Ice[2]

>23.7 billion single-use plastic water bottles avoided
by customers using Pentair residential water filtration systems since 2021[3]

~547,799 metric tons of CO_2e emissions reduced
by US consumers through our energy-efficient pool pumps and heaters, equivalent to avoiding 1.4 billion miles driven by an average gasoline-powered passenger vehicle[4]

Substitution with a lower Global Warming Potential refrigerant in our Manitowoc ice machines has **avoided**
7,758 metric tons of CO_2e emissions
as compared[5] to using the former refrigerants, equivalent to avoiding the GHG emissions from 1,846 gasoline-powered passenger vehicles driven for one year[6]

4 sites reduced their water withdrawal by over 50%
as compared to 2022[7]

41% of Pentair's total electricity usage came from **renewable resources,** representing 19% of our total energy usage

PEOPLE

Hosted our first Career Development Week for employees, resulting in nearly
5,000 HOURS of professional development

$1.85 million invested in the community
by Pentair and the Pentair Foundation

GOVERNANCE

Conducted our first **double materiality assessment** considering impact and financial effects

100% of our active professional-level employees
completed training on our Pentair Code of Business Conduct and Ethics

AWARD HIGHLIGHTS

America's Greenest Companies 2024 – Newsweek, in partnership with Plant-A Insights Group and GIST Impact

2024 Real Leaders – Most Innovative Model Award

Business Intelligence Group – 2023 Sustainability Service of the Year Finalist

Minneapolis St. Paul Business Journal – 2023 Sustainability Award, Minnesota Manufacturing Awards

ENERGY STAR® 2023 Partner of the Year – Sustained Excellence Award

Named to America's Best Large Employers 2024 list by Forbes and Statista, Inc.

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[2] *Manitowoc Ice is referred to as Manitowoc in this report.*
[3] *Based on cumulative sales of Pentair's brands meeting this definition from 2021-2023.*
[4] *Based on the total sales of ETi® High-Efficiency Pool and Spa Heaters and ENERGY STAR® rated Pentair pool pumps in 2023. Emission equivalency estimated using EPA Greenhouse Gas Equivalencies Calculator as available in March 2024.*

[5] *Based on the total sales of Manitowoc ice machines with R290 refrigerant in 2023 and former R404a and R134a refrigerants. Emission comparison is based on the Global Warming Potential released by the refrigerants.*
[6] *Estimated using the EPA Greenhouse Gas Equivalencies Calculator as available in March 2024.*
[7] *Represents manufacturing sites only. Excludes sites that closed during 2023.*

SOCIAL RESPONSIBILITY PROGRESS

2020–2023

- Conducted **first materiality assessment** for our social responsibility program (2020)
- Appointed **first Chief Social Responsibility Officer** (2020)
- Announced **first Social Responsibility Strategic Targets** (2021)
- Enhanced our **product innovation process for increased sustainability** through the creation of a product sustainability scorecard (2021)
- Refreshed our **Supplier Code of Conduct** with increased focus on **environmental sustainability and social responsibility** (2022)
- Implemented a **new supplier ESG assessment process** in collaboration with a third-party expert (2022)
- Conducted **first double materiality assessment** (2023)
- Launched **new community impact strategy** aligned to our mission (2023)
- Drove **progress towards our strategic targets** (2021-2023)

2010–2019

- Received first **Environmental Protection Agency ENERGY STAR® Partner of the Year Award** for our high-efficiency pool pumps (2013)
- Implemented first **site-level environmental treasure hunts** to find efficiencies in energy and water as well as to **reduce waste and emissions** (2015)
- Released **first corporate responsibility report**, with reference to the Global Reporting Initiative (2016)
- **Separated our Water and Electrical businesses into two industry-leading public companies** with the water business retaining the Pentair name and ticker symbol PNR (2018)

2000–2009

- **Acquired Wicor Industries**, enhancing the company's presence in the water industry (2004)
- Launched **IntelliFlo®**, the first variable speed pump in the US with **reduced energy usage of 30% to 70%** compared to non-variable speed pumps (2005)
- Launched **Project Safewater initiative** to sustainably deliver **safer and cleaner water in the developing world** (2007)

1980s–1999

- Adopted original **Pentair Code of Business Conduct and Ethics** (1980s)
- Established **Pentair Foundation** for philanthropic giving (1998)

STRATEGIC TARGETS: PROGRESS HIGHLIGHTS

CARBON FOOTPRINT REDUCTION

TARGET — We are targeting reducing our GHG emissions by 50% from a 2019 baseline by 2030, and aim to achieve carbon neutrality by 2050, in each case relating to Scope 1 and 2 GHG emissions.

2023 PROGRESS HIGHLIGHT — Our total Scope 1 and 2 GHG emissions decreased 30.9% compared to the 2019 baseline.

WATER WITHDRAWAL REDUCTION

TARGET — Pentair is targeting a 30% reduction in absolute water withdrawal from a 2019 baseline by 2030.

2023 PROGRESS HIGHLIGHT — Our absolute water withdrawal decreased 22.9% compared to the 2019 baseline.

PRODUCT DESIGN FOR SUSTAINABILITY

TARGETS
- Assess 100% of new products using an enhanced innovation process beginning in 2022.
- Include a product sustainability rating as an equally weighted factor in commercialization decisions.
- Develop a standardized process for aggregation of product sustainability achievements to disclose customer energy, water, and chemical savings made possible using our products.

2023 PROGRESS HIGHLIGHTS
- Building on our success from 2022, we assessed 100% of new products with our product sustainability scorecard[8] in 2023 as part of our enhanced innovation process.[9]
- We continued to consider product sustainability, along with other factors, as we weighed decisions in our commercialization process.
- We laid the groundwork for new sustainability tools to aggregate product sustainability achievements for our customers.

RESPONSIBLE SUPPLY CHAIN

TARGETS
- Assess the ESG maturity of 100% of new suppliers with projected spend of greater than $1 million by 2025.
- Assess the ESG maturity of the top 80% of existing suppliers by spend by 2030.

2023 PROGRESS HIGHLIGHTS
- We assessed the ESG maturity of 50% of new suppliers with projected spend of greater than $1 million.
- We assessed the ESG maturity of approximately 73% of our top 80% of existing suppliers by spend.

INCLUSION AND DIVERSITY

TARGET — Achieving an inclusive and diverse workforce and leadership team that embraces the communities in which we live, work, and serve, with a specific focus on increasing women in leadership[10] positions globally and people of color ("POC") representation in US leadership positions.

2023 PROGRESS HIGHLIGHTS — We achieved 31% female representation in our workforce (2019 baseline of 30%) and 31% female representation in leadership positions (2019 baseline of 28%). We achieved 38% POC representation in our US workforce (2019 baseline of 39%) and 24% POC representation in US leadership positions (2019 baseline of 23%).

[8] Our product sustainability scorecard analyzes five impacts from a product's lifecycle – water use, energy use, GHG emissions, resource use efficiency, and material health – and incorporates an assessment of these impacts as part of new product design.
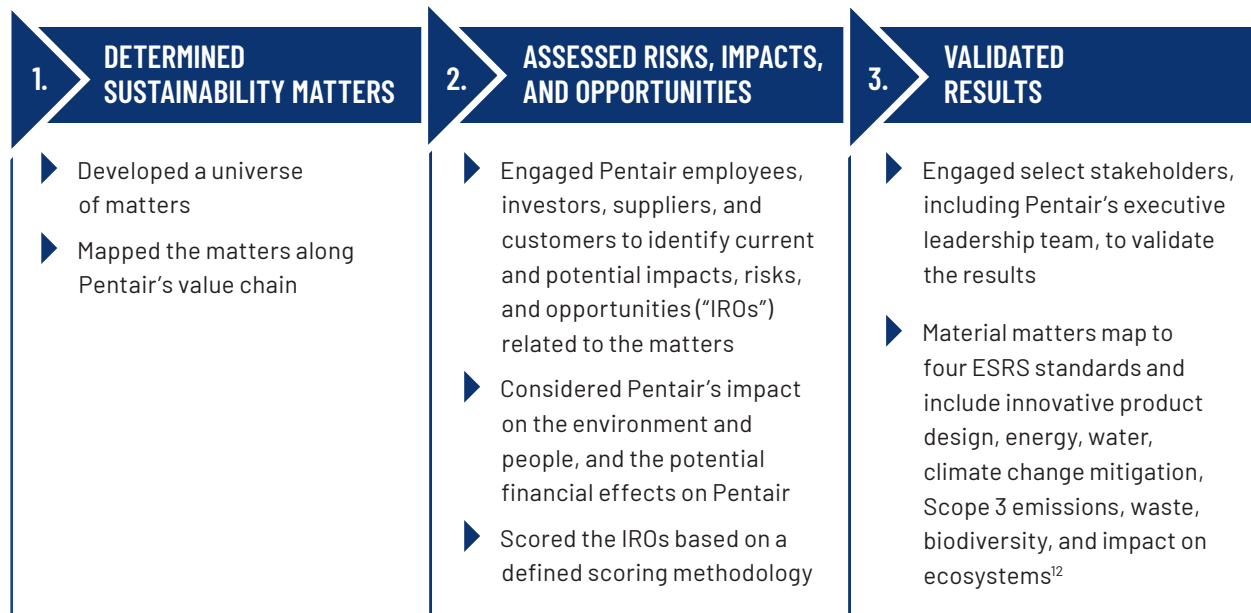
[9] Physical products only.

[10] Leadership is defined as director level or above.

MATERIALITY ASSESSMENTS

In 2020, Pentair conducted its first social responsibility materiality assessment, leading to the development of our Social Responsibility Strategic Targets. We have been executing on these strategic targets since their launch in 2021.

In 2023, we conducted a double materiality assessment in alignment with the European Union ("EU") Corporate Sustainability Reporting Directive ("CSRD")[11] to determine matters material to Pentair, considering the European Sustainability Reporting Standards ("ESRS") guidance and the Pentair business. Our assessment included the three steps noted below and provided input into our planning for upcoming disclosure requirements.

1. DETERMINED SUSTAINABILITY MATTERS

- Developed a universe of matters
- Mapped the matters along Pentair's value chain

2. ASSESSED RISKS, IMPACTS, AND OPPORTUNITIES

- Engaged Pentair employees, investors, suppliers, and customers to identify current and potential impacts, risks, and opportunities ("IROs") related to the matters
- Considered Pentair's impact on the environment and people, and the potential financial effects on Pentair
- Scored the IROs based on a defined scoring methodology

3. VALIDATED RESULTS

- Engaged select stakeholders, including Pentair's executive leadership team, to validate the results
- Material matters map to four ESRS standards and include innovative product design, energy, water, climate change mitigation, Scope 3 emissions, waste, biodiversity, and impact on ecosystems[12]

MATERIALITY STATS

56
sustainability matters considered

150
total impacts, risks, and opportunities assessed

8
material sustainability matters identified

[11] *Published as of November 22, 2022.*

[12] *Matter names edited for simplicity. Matters map to ESRS E1 Climate change, E3 Water and marine resources, E4 Biodiversity and ecosystems, and E5 Resource use and circular economy. Although social matters were not found to be material as part of this assessment, Pentair plans to continue reporting on this topic as part of our Social Responsibility Strategic Targets and reporting frameworks.*

Photo Credit:
Oriana Raabe, Senior Director of Environmental, Social, and Governance

PLANET

Minimizing Pentair's impact on the environment is essential to the products we design, the solutions we create, the customers and communities we serve, and how we operate.

In this section:
- ▶ Product Design for Sustainability
- ▶ Move Water
- ▶ Improve Water
- ▶ Enjoy Water
- ▶ Climate and Greenhouse Gas Emissions
- ▶ Water Stewardship
- ▶ Waste

Photo Credit:
Michelle Kuker, Inside Sales Account Representative

PRODUCT DESIGN FOR SUSTAINABILITY

Pentair strives to create a better world for people and the planet through smart, sustainable water solutions. We innovate with sustainability in mind, aiming to create products and solutions that improve efficiency and reduce environmental impact.

In 2023, we further embedded sustainability into our innovation processes. We reviewed our product sustainability approach for applicability to our diverse product portfolio and business segment strategies and provided appropriate resources for our engineering teams. Our focus on sustainable solutions within our business segments is described within the Move Water, Improve Water, and Enjoy Water sections of this report.

Pentair is proud to provide our customers and end users with energy-efficient products. In 2023, we continued our collaboration with the US Environmental Protection Agency ("EPA") and offered our customers 28 ENERGY

STAR®-certified pool pump models and 68 ENERGY STAR®-certified Manitowoc ice machine models. Pentair is a long-standing partner of the ENERGY STAR® program and has been named an ENERGY STAR® Partner of the Year each year since 2013 for our leadership in innovating energy-efficient pool pumps.

Our Chief Social Responsibility Officer and Chief Technology Officer have shared responsibility for our program and review progress against our strategic targets monthly. Leaders report progress quarterly to the Governance Committee and our Board of Directors at least annually.

PRODUCT IMPACT STATS

>23.7 billion
single-use plastic water bottles
avoided by customers using Pentair residential water filtration systems since 2021[15]

~547,799
metric tons of CO_2e emissions reduced
by US consumers through our energy-efficient pool pumps and heaters, equivalent to avoiding 1.4 billion miles driven by an average gasoline-powered passenger vehicle[16]

Substitution with a lower Global Warming Potential refrigerant in our Manitowoc ice machines has **avoided**
7,758 metric tons
of CO_2e emissions
as compared[17] to using the former refrigerants, equivalent to avoiding the GHG emissions from 1,846 gasoline-powered passenger vehicles driven for one year[18]

Strategic Targets

We plan to further assess, design, and commercialize our products for environmental sustainability to reduce our customers' impact on climate change. Our strategic targets include:

- **Assess 100% of new products using an enhanced innovation process beginning in 2022.**

- **Include a product sustainability rating as an equally weighted factor in commercialization decisions.**

- **Develop a standardized process for aggregation of product sustainability achievements to disclose customer energy, water, and chemical savings made possible using our products.**

2023 Progress

- **Building on our success from 2022, we assessed 100% of new products with our product sustainability scorecard[13] in 2023 as part of our enhanced innovation process.[14]**

- **We continued to consider product sustainability, along with other factors, as we weighed decisions in our commercialization process.**

- **We laid the groundwork for new sustainability tools to aggregate product sustainability achievements for our customers.**

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[13] Our product sustainability scorecard analyzes five impacts from a product's lifecycle – water use, energy use, GHG emissions, resource use efficiency, and material health – and incorporates an assessment of these impacts as part of new product design.

[14] Physical products only.

[15] Based on cumulative sales of Pentair's brands meeting this definition from 2021-2023.

[16] Based on the total sales of ETi® High-Efficiency Pool and Spa Heaters and ENERGY STAR® rated Pentair pool pumps in 2023. Emission equivalency estimated using EPA Greenhouse Gas Equivalencies Calculator as available in March 2024.

[17] Based on the total sales of Manitowoc ice machines with R290 refrigerant in 2023 and former R404a and R134a refrigerants. Emission comparison is based on the Global Warming Potential released by the refrigerants.

[18] Estimated using the EPA Greenhouse Gas Equivalencies Calculator as available in March 2024.

MOVE WATER
Pentair Flow Overview

Our smart, sustainable solutions move water to enhance communities and industries, while protecting people, property, and the future of our planet. We help optimize the flow of water and other essential resources in customer-critical applications.

▶ We provide home professionals with reliable home water supply and disposal solutions ensuring homeowners have access to clean water, can dispose of water, and can help protect their homes from flooding

▶ We aid in protecting communities and properties from fire and flood hazards

▶ We help promote sustainable agriculture practices by reducing chemical overspray and assisting with safe chemical application and precision irrigation

▶ We support food and beverage manufacturers in producing high-quality products and achieving their sustainability goals

PENTAIR FLOW

OUR PURPOSE

The world depends on us, and our partners, to **secure** and **sustain** the **flow of essential resources** across critical applications and infrastructure.

OUR MISSION

To ensure the **flow of water** and **essential resources** in **customer-critical** applications.

OUR IMPACT

We optimize the **flow of essential resources** to enhance communities and industries, while protecting people, property, and the **future of our planet.**

MOVE WATER
Pentair Flow Products and Solutions

Commercial
Our trusted pumps protect commercial buildings from fire hazards and ensure optimal water pressure for heating and cooling, no matter the height or application.

Municipal
Our reliable, energy-efficient, and easy to maintain large- and small-scale pumps help keep communities, cities, and infrastructure safe by reducing the risk of wastewater contamination and catastrophic flooding.

Residential
Our solutions give homeowners peace of mind knowing water is flowing safely to and from their home. Water is available from their faucets for drinking and other household purposes, wastewater is efficiently removed, and, when needed, floodwater is being pumped away.

Industrial
We provide sustainable biogas solutions and fluid separation technology to help our industrial customers better manage wastewater, capture carbon dioxide, and enhance the performance of their operations.

Agriculture
Our innovative technology provides our agriculture partners and farmers with dependable irrigation and precise chemical application.

Food and Beverage
Our specialty hygienic valves and membrane filtration solutions help breweries, dairies, soft drink manufacturers, and other industries achieve their quality, efficiency, and sustainability goals.

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MOVE WATER
Pentair Flow Innovation Highlights

INNOVATING TOGETHER

Pentair and a leading agricultural company are partnering with farmers in Belgium to test new solutions that address changing regulatory requirements and the food needs of our growing population. The partnership brings together deep knowledge of agricultural production with Pentair's innovative spray technology. We are working directly with farmers in the field to develop nozzles that apply chemicals exactly where needed and reduce drift, supporting optimal application timing and reduced chemical usage. Our Hypro 3D Ninety Nozzle is certified to reduce drift up to 90% compared to a standard flat fan nozzle.[19] Together, we help make farming more effective for farmers and easier on the planet.

SOLVING OUR CUSTOMERS' BIGGEST CHALLENGES

The Pentair Xcentric Impeller is our innovative wastewater pump that helps solve the persistent problem of clogging from fibrous solids. Clogged pumps are a major issue as they require the pump to be shut down and cleaned manually. The Pentair team solved this critical customer problem with the creation of the Xcentric Impeller. Its bladeless design operates at over 85% energy efficiency to lower the lifecycle cost of the system, in addition to significantly reducing clogs.[20]

IMPROVING EFFICIENCY WITH HOLLOW FIBER MEMBRANE TECHNOLOGY

Pentair provides products using the hollow fiber membrane technology in the dairy industry to split milk into casein and whey protein fractions. The casein proteins are used to produce cheese and yogurt, while the whey proteins are further refined into concentrated powder for infant formula and protein drinks. The hollow fiber membrane allows the process to operate at a lower pressure and crossflow velocity, with higher flux and superior selectivity, compared to alternative membrane technologies. Thus, it enables a lower consumption of chemicals, energy, and diafiltration water during the protein separation process.[21]

[19] Drift reduction calculated based on wind tunnel measurements of spray profiles downwind of spray nozzles according to the UK protocols for LERAP star rating tests.

[20] A scale model of the pump was tested according to HI Standard 14.6 and ISO9906:2012.

[21] Estimated from customer data collected four weeks post-installation and at the start of operation.

Photo Credit:
Alex Wang, Innovation Project Leader, Water Circularity

IMPROVE WATER
Pentair Water Solutions Overview

Pentair Water Solutions is inspired to help the world sustainably improve water, life's most essential resource. We provide solutions that improve our customers' confidence in their water while reducing environmental impact.

- Building water confidence with solutions to reduce unwanted contaminants
- Continuing to help minimize plastic waste from single-use plastic water bottles
- Extending the life of water-using appliances
- Helping restaurants, coffee shops, and hotels provide guests with great-tasting water and ice while reducing environmental impact

PENTAIR WATER SOLUTIONS

OUR PURPOSE

To create a **better** world for people and the planet through smart, sustainable water solutions.

OUR MISSION

We help the world **sustainably improve water**, life's most essential resource.

OUR IMPACT

Making Better Essential through our products and solutions, for people and our planet.

IMPROVE WATER
Pentair Water Solutions Products and Solutions

Home Water Softening and Filtration
From traditional water softeners to whole home filtration to reverse osmosis or filter replacement, many of our top solutions utilize cutting-edge water technology to reduce water waste, safeguard the environment, and eliminate the need for electricity.

Food Service Water Filtration
Our filtration systems are designed to extend the life of water-using equipment and create consistent, great-tasting filtered water.

Commercial Ice Solutions
Manitowoc offers premier ice equipment that is engineered for ease and known for reliability, sanitation, and efficiency. Manitowoc is also a key contributor to ENERGY STAR® Partner of the Year award winners for 15 consecutive years.

Water and Beverage Equipment Service
KBI is Pentair's nationwide service network that offers comprehensive water and beverage equipment services to maximize uptime, maintain predictable operating costs, and extend the life of water-using equipment.

IMPROVE WATER
Pentair Water Solutions Innovation Highlights

INDIGO NXT ICE MACHINE

Manitowoc's innovative Indigo NXT ice machine is the only programmable ice machine available that lets the user determine how much ice to make and when. This feature can lower energy costs by making ice only when needed and avoiding peak energy rates. Continuing our tradition of continuous improvement and sustainable innovation, Indigo NXT is also up to 43% more energy-efficient than previous Indigo models.[22]

EVERPURE EZ-RO REVERSE OSMOSIS ("RO") SYSTEMS

Our Everpure EZ-RO system reduces contaminants and protects equipment with an all-in-one, simple design. This high-efficiency RO membrane system saves up to two times more water than standard RO membranes.[23] It is designed to bring the advantages of RO technology to smaller operations with its space-saving, compact size which can be expanded to support future business growth. We are proud to share that the Pentair Everpure EZ-RO System has been honored with a 2024 Kitchen Innovations Award from the National Restaurant Association.

FLECK 5800 XTR2 ENHANCED WITH ACCUSENSE™ TECHNOLOGY

In 2023, Pentair enhanced its Fleck 5800 water softener with AccuSense™ Technology which processes real-time water hardness data and adapts as needed. This helps reduce unnecessary water regenerations and helps decrease salt usage and water waste by an estimated 30%-50%.[24] It is designed to aid in extending the life of pipes and appliances.

[22] Energy usage (kWh) for 100 lb of ice is compared between Indigo (old model) and Indigo NXT (new model).

[23] Up to 50% water recovery compared to standard RO systems with up to 25% recovery.

[24] Based on Pentair internal calculations.

Photo Credit:
Shucita Jain, Administrative Assistant

ENJOY WATER
Pentair Pool Overview

Pentair Pool is driven to help people sustainably enjoy water, life's most essential resource. Our solutions include industry-leading pumps, automation, lighting, heating, and filtration technology that help our customers enjoy a smarter and more sustainable pool.

- Recognized industry leader in energy efficiency – history of innovation in pump, lighting, and heating products designed to reduce energy consumption
- Our solutions bring family and friends together to build social connections, create lifelong memories, and help promote fitness and enjoyment
- Pioneering products to further a more efficient pool of the future that uses less energy and chemicals
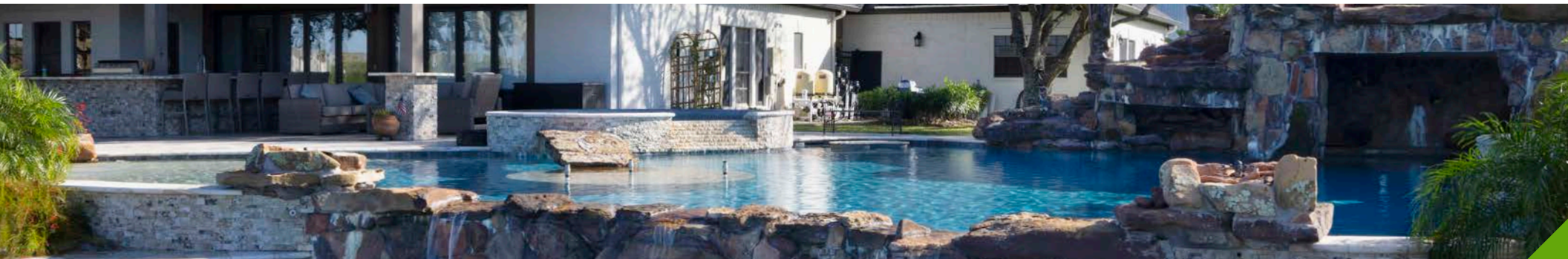
PENTAIR POOL

OUR PURPOSE

To create a **better world** for people and the planet through **smart, sustainable** pool solutions.

OUR MISSION

We help the world **safely** and **sustainably enjoy** water, life's most essential resource.

OUR IMPACT

We are a recognized **leader** in **sustainable wellbeing.**

ENJOY WATER
Pentair Pool Products and Solutions

Pool Pumps
From flow control and connectivity to remote automation and innovative technology for energy efficiency, we provide pool pump solutions for every pool.

Pool Filtration
Our selection of pool and spa filters come in a wide range of designs to provide confidence in the clarity and quality of the pool water.

Pool Heating
Help save energy with our energy-efficient pool heaters featuring fast warm-up and easy automation.

Pool Lighting
Refining the nighttime pool experience with high-quality, energy-efficient, and innovative lighting for brighter, more evenly lit pools.

Pool Automation
Monitor and control pool equipment remotely at peak efficiency, including pH and sanitizer performance, for peace-of-mind pool management.

ENJOY WATER
Pentair Pool Innovation Highlights

INTELLICENTER® POOL CONTROL SYSTEM

The IntelliCenter® Pool Control System is the flagship pool automation system by Pentair which helps make pool management easy with centralized control for multiple pool devices. Pool professionals and owners can monitor system health remotely, reducing unneeded service trips and enabling proactive maintenance. The IntelliCenter® system allows the user to program heating during off-peak hours and can be connected to solar water heating systems. In 2023, Pentair released the IntelliCenter® Lite System that brings automation and remote monitoring benefits to less complex pool equipment pads. In addition, Pentair offers IntelliCenter® upgrade kits which deliver the benefits of the most advanced Pentair automation to existing Pentair systems, eliminating the need to dispose of or rewire current hardware.

INTELLIBRITE® ARCHITECTURAL SERIES LIGHTS

Our new IntelliBrite® Architectural Series Lights, our most brilliant pool lighting innovation yet, are 60% brighter and 50% more energy-efficient than their predecessor, depending on the light color utilized.[25] These brighter lights run at lower temperatures, helping to reduce the frequency of replacement. They are an ideal upgrade from incandescent or Pentair first-generation LED lighting for a more energy-efficient pool.

INTELLIFLO3® VARIABLE SPEED AND FLOW POOL PUMP

The IntelliFlo3® Variable Speed and Flow Pool Pump is our next generation pump that makes pool ownership more energy-efficient for our customers. Its built-in, sensor-less flow control has variable speeds and regulated flow for up to 90% energy savings.[26] It is also ENERGY STAR®-certified and can be monitored remotely with an entry-level automation option.

[25] Compared to Pentair IntelliBrite® 5G Color LED Pool Light in white color mode only. Testing was conducted and measured in an open-air environment without water present. Actual performance results may vary when the lights are utilized in different settings and water conditions.

[26] Savings based on variable speed pump compared to a single-speed pump running 12 hours per day at an average of $0.16 per kWh in a 20,000-gallon pool. Actual savings may vary based on local utility rates, pool size, pump run time, pump horsepower, pump rpm, plumbing size and length, pump model, service factor, and other hydraulic factors. Individual Weighted Energy Factor scores and savings may vary by model.
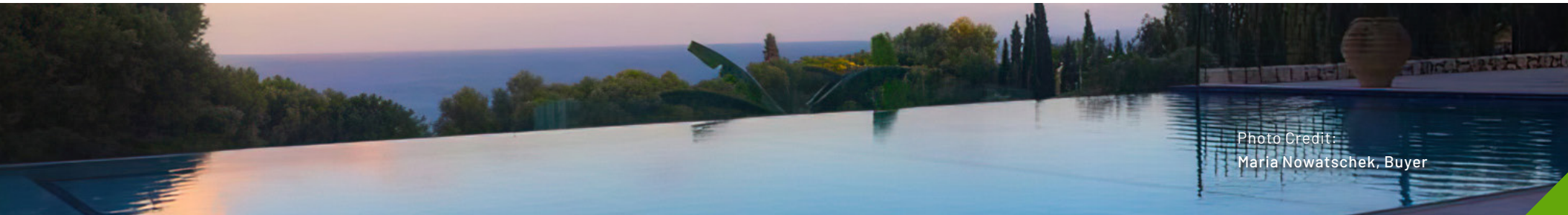
Photo Credit:
Maria Nowatschek, Buyer
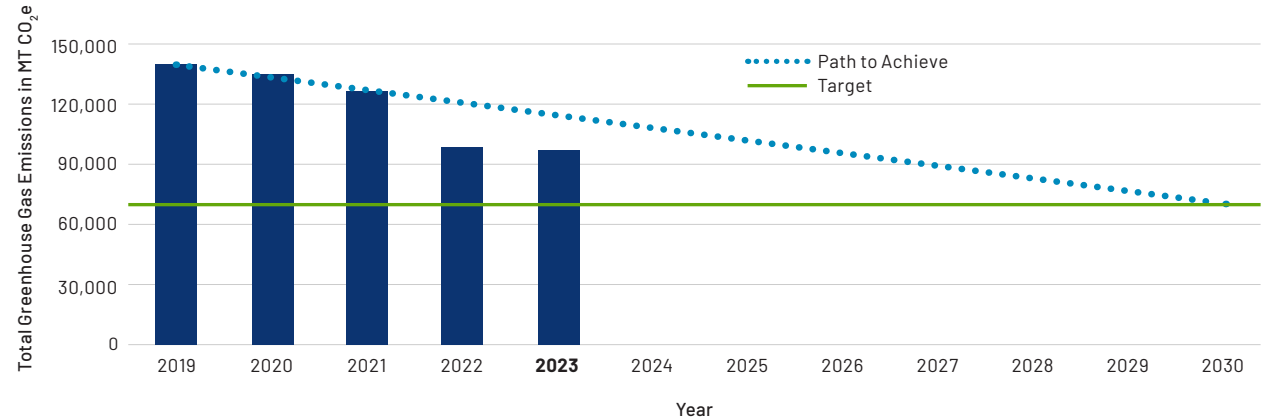
CLIMATE AND GREENHOUSE GAS EMISSIONS

Pentair recognizes that reducing our impact on the environment is essential to making life better for people and the planet. We are committed to reducing our GHG emissions through energy efficiency and electrification of our global operations, as well as through strategic use of renewable energy.

In 2023, we transitioned our carbon reduction strategy from a site-specific to enterprise-wide approach. We began integrating our low-carbon transition plan into our lean operational playbook, as we believe embedding emission reduction efforts across our operations is key to achieving our goal. This included further communicating our focus pillars of energy efficiency, electrification, on-site generation, and process emissions, each with associated site guidelines. We also introduced new requirements for our manufacturing sites, including implementation of specific energy reduction practices and electrification of new equipment.

At the end of 2023, we successfully eliminated sulfur hexafluoride from a testing process at our site in Chardon, Ohio. We expect the investment to result in a notable positive impact on our GHG inventory moving forward.

Our Chief Social Responsibility Officer has direct responsibility for our carbon reduction strategy and reviews progress against our strategic targets monthly, reporting progress quarterly to the Governance Committee and our Board of Directors at least annually.

PROGRESS TOWARDS OUR 2030 GHG STRATEGIC TARGET

Total Greenhouse Gas Emissions in MT CO_2e

····· Path to Achieve
—— Target

Year: 2019, 2020, 2021, 2022, **2023**, 2024, 2025, 2026, 2027, 2028, 2029, 2030

Strategic Target

Pentair is committed to the transition to a low-carbon economy through reducing our emissions. Our strategic targets of reducing our GHG emissions by 50% from a 2019 baseline by 2030 and our aim to achieve carbon neutrality by 2050, in each case relating to Scope 1 and 2 GHG emissions, were developed using tools by the Science Based Targets initiative and in alignment with the Intergovernmental Panel on Climate Change 1.5° C scenario.

2023 Progress

Our total Scope 1 and 2 GHG emissions decreased 30.9% compared to the 2019 baseline.

CLIMATE AND GREENHOUSE GAS EMISSIONS

Four sites utilized solar power generated on-site and five sites used purchased renewable electricity in 2023. We plan to continue to assess the use of renewable energy as part of our climate strategy. Our purchased renewable electricity is verified through the Green-e® certification program. At the end of 2023, 41% of Pentair's total electricity usage came from renewable resources, representing 19% of our total energy usage.

Pentair does not currently use internal carbon pricing or carbon offsets as part of our carbon reduction strategy.

2023 TOTAL ENERGY CONSUMPTION (kWh)

19%
53%
28%

▶ Nonrenewable Fuel
▶ Nonrenewable Purchased Energy
▶ RECs/On-site Generated Renewable Energy
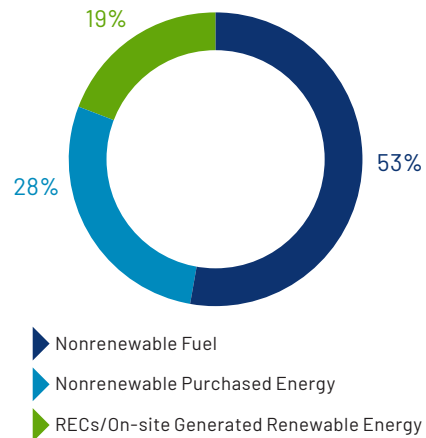
NEW UK SITE SUPPORTS A LOWER CARBON FUTURE

In 2023, Pentair's UK Spray and Specialty agricultural business moved into a new site in Bourn, Cambridge, UK. The site was built using the UK Green Building Council guidance for Net Zero Carbon: Whole Life Cycle. It is a low-carbon and energy-efficient design supported by on-site and off-site renewable electricity. Additional features of the new building include electric car charging stations for employee use and expansive green space that includes walking paths and outdoor seating.

ENERGY EFFICIENCY AUDITS

In 2023, Pentair partnered with an external consultant to conduct energy efficiency audits at five high-impact sites. We expect the audits to drive significant impact in efficiency and electrification at the sites as projects are implemented. Additionally, we plan to use the opportunities identified to bolster our energy efficiency guidelines, create a project pipeline for our manufacturing sites across the enterprise, and set a standard for any future sites.

Photo Credit: Merlin Wadge, Design Engineer

WATER STEWARDSHIP

Making the most of water, life's most essential resource, is at the core of our business. Pentair is committed to implementing water conservation activities throughout our operations, integrating both water use and water risk considerations in our decisions.

In 2023, we made significant progress towards reducing our water withdrawal by identifying and executing water reduction and reuse projects as well as realizing savings from the prior year. This includes, but is not limited to, leak repairs, improving water recovery from reverse osmosis ("RO") systems, and reusing water from product testing.

As Pentair's water strategy evolves to meet the changing needs of the world, we are focusing our efforts where water is at highest risk and embedding our water conservation plan into our lean operational playbook and throughout the enterprise. Our water reduction projects have decreased the quantity of water we withdraw from the source, helping prevent

depletion of life's most essential resource. Our water reuse projects have taken water that is used in one process and used it again in the same or an alternate process, making the most of the water we already have.

Moving forward, we plan to leverage the results of our prior water risk assessment to develop water conservation projects in the

highest-risk regions where we operate.

Our Chief Social Responsibility Officer has direct responsibility for our water strategy and reviews progress against our strategic targets monthly, reporting progress up to the Governance Committee quarterly and our Board of Directors at least annually.

PROGRESS TOWARDS OUR 2030 WATER WITHDRAWAL STRATEGIC TARGET
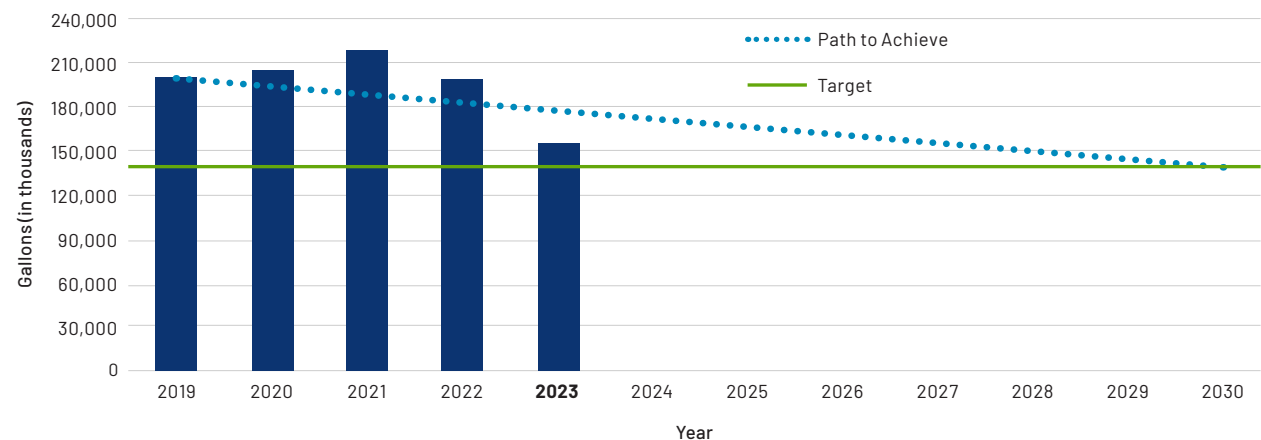
Strategic Target

Water stewardship is an important focus for the Pentair business. Pentair is targeting a 30% reduction in absolute water withdrawal from a 2019 baseline by 2030.

2023 Progress

Our absolute water withdrawal decreased 22.9% compared to the 2019 baseline, an improvement of ~22% percentage points as compared to 2022.

WATER STEWARDSHIP

WATER STEWARDSHIP IN MEXICO

In 2023, we executed multiple water conservation projects at our sites in Monterrey and Reynosa, Mexico, both of which are in high water-stress locations as identified by the World Resources Institute Aqueduct.

At our Monterrey site, we reduced water withdrawal by approximately 64% in 2023 from the 2022 level. We achieved the results by upgrading our water reuse system, increasing the recovery of water in our RO system to reduce waste, and optimizing operations to decrease water required for ice machine testing.
At our Reynosa site, we integrated multiple Pentair solutions to reduce water withdrawal. Our Pentair X-Flow ultrafiltration ("UF") membrane and Pentair water softeners replaced the existing RO system, reducing our water and energy demands as well as chemical consumption. We implemented Pentair Hydrocarbon Recovery Technology ("HRT") to treat water used for product testing and reuse it as cooling tower "make-up water." The projects resulted in a water withdrawal reduction at the site of approximately 23% in 2023 from the 2022 level.

WATER CONSERVATION IN THE NETHERLANDS

In 2023, we implemented several water conservation projects at our Enschede, Netherlands site. These included upgrading the RO system to increase recovery, reusing water in the membrane post-treatment process, and reusing condensate from the evaporator. With these projects, the site reduced its water withdrawal by approximately 29% in 2023 from the 2022 level.

WATER REDUCTION IN WISCONSIN

At Pentair's Bishop Woods site in Brookfield, Wisconsin, we conduct performance testing on a wide range of water filtration systems and components. Many of the tests require specific water chemistries to comply with third-party certification standards. In 2023, we adopted new ways we could conserve water, without compromising the integrity of the tests. This included creating and implementing a closed-loop system for select types of product testing, which allows for a reduction in water usage. Additionally, in our mechanical lab, we completed a project that now allows us to utilize the concentrate from our laboratory RO system for all mechanical lab testing. Lastly, we increased water efficiency in the mechanical lab by precisely monitoring and controlling water temperature for testing. These water conservation projects enabled the site to reduce water usage by approximately 22% in 2023 from the 2022 level.

Photo Credit:
John Kelsey, Senior Product &
Applications Engineering Manager

WASTE

Pentair's diverse global manufacturing processes utilize various types of raw materials. Our waste program seeks to reduce non-hazardous and hazardous waste generation and maximize reuse and recycling opportunities across our enterprise. Our focus areas in 2023 included site engagement, compliance training, and strengthening our program foundation.
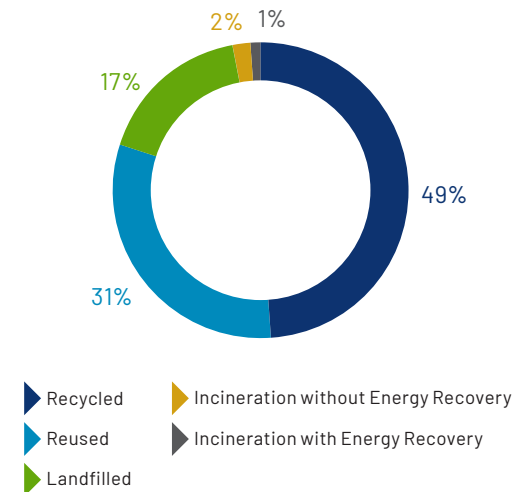
In 2023, we released a new global waste management procedure that is supported by various site-specific operating processes. As part of our operational strategy, each site is responsible for identifying ways to better manage and reduce waste following the waste management hierarchy. Metals, which are reused internally and recycled externally as applicable, represented our largest type of waste stream by volume in 2023.

Manufacturing sites set annual waste management improvement targets that help us drive toward zero waste. We track progress against the targets and communicate results with leadership regularly. Employees engage through site-level training as applicable. Employees managing hazardous waste complete required compliance training.

Our Executive Vice President, Chief Supply Chain Officer and Chief Transformation Officer is responsible for Pentair's waste program and provides environment, health, and safety updates to the Board of Directors as needed.

2023 TOTAL WASTE BY DISPOSAL TYPE (METRIC TONS)

- 49% Recycled
- 31% Reused
- 17% Landfilled
- 2% Incineration without Energy Recovery
- 1% Incineration with Energy Recovery

Legend:
- Recycled
- Reused
- Landfilled
- Incineration without Energy Recovery
- Incineration with Energy Recovery

NEW PARTNERSHIP TO REDUCE WASTE

In 2023, Pentair piloted a new partnership with PCs for People whose mission is to provide low-income families and organizations with computers and internet access. Instead of disposing to landfill, Pentair donated gently used computers so they could be refurbished and given a second life. We plan to continue the partnership moving forward to reduce waste and positively impact our community.

ENVIRONMENTAL MANAGEMENT AND COMPLIANCE

Pentair is committed to complying with applicable environmental laws and regulations in the places where we do business, including regular reporting and permit compliance. Seven sites were ISO 14001:2015 certified in 2023, representing approximately 17% of our manufacturing sites.

Photo Credit:
Jill Barthel,
Demand Marketing Specialist

PEOPLE

We believe that making a positive impact on people is essential. This includes supporting employee professional growth, diversity, wellbeing, and safety. It also extends to our value chain through our supplier partnerships, commitment to product quality, and positive impacts on the communities where we operate.

In this section:
- Talent
- Diversity, Equity, and Inclusion
- Employee Health and Wellness
- Occupational Health and Safety
- Supply Chain
- Product Quality
- Community Impact

►► TALENT

Pentair is committed to building a high-performing, diverse, and passionate workforce that is inspired to help our customers move, improve, and enjoy water.

In 2023, as part of our ongoing talent program, Pentair continued to build experiences that energize our employees around our purpose and develop skilled teams. To accomplish this, our talent program centers on five key pillars:

- ► Attraction and Recruitment
- ► Diversity, Equity, and Inclusion
- ► Talent Development
- ► Employee Engagement
- ► Driving Performance

During our hiring process, Pentair focuses on fit for the role, fit for the company, and fit for the employee, and strives to meet all three elements to build a high-performing, retainable workforce. This includes alignment with Pentair's Win Right values. Our recruiters and hiring teams complete required unconscious bias training before they can participate in interviews. This training is also part of the standard onboarding process for managers of people.

In 2023, we invested in both our internship and leadership development programs[27] to help build a diverse, high-potential pipeline. We developed partnerships with college campuses to provide on-campus housing near our work sites and provided summer stipends to attract a broader range of interns

across the US. We intend to triple the participation in our leadership development program over the next two years, including the addition of new functions and resources.

Pentair supports professional development throughout our employees' careers and offers a learning development hub that contains LinkedIn Learning courses, career development guides, leader competency resources, and individual development plans. We make LinkedIn Learning available to salaried employees in languages in which we operate. In 2023, employees participated in an average of four hours of career development training per employee.[28]

In 2023, Pentair expanded our growth manager program beyond the US to include senior managers from India, Australia, New Zealand, China, Singapore, Philippines, and Japan. Participating leaders learned how to lead with purpose, manage outcomes and results, and grow themselves, their teams, and our business. We also launched a global senior leader development program with a focus on building strong business and leadership skills.

The annual performance management process at Pentair includes strategy-aligned goal setting, a check-in at mid-year, and an annual individual performance review. Our processes follow defined frameworks to ensure fair and consistent evaluation of talent across the enterprise. In 2023, 95% of Pentair-eligible employees received a performance review.

Our Executive Vice President and Chief Human Resources Officer is responsible for Pentair's talent program. Our Board of Directors receives progress on the program as needed with formal updates at least annually.

CAREER DEVELOPMENT WEEK

In April 2023, Pentair held its first Career Development Week for employees. The event consisted of speakers and training sessions on various career topics such as effective career conversations, identifying strengths and passions, coaching, and prioritizing career development. This event resulted in nearly 5,000 hours of professional development across our employees.

Photo Credit:
Dwayne Gauthreaux,
Lean Coordinator

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[27] Pentair's annual leadership development program offers interns an opportunity to develop their careers and learn values-based leadership.

[28] Includes the executive, management, and professional employee populations. Trainings are both instructor-led and self-paced and are focused on areas such as career and leadership development, functional skill growth, and soft-skill maturation. Data point excludes compliance training.

DIVERSITY, EQUITY, AND INCLUSION

Pentair's commitment to Diversity, Equity, and Inclusion ("DEI") is part of living our Win Right values. An inclusive and diverse workforce contributes different perspectives and innovative ideas that enable us to improve every day.

In 2023, we furthered our focus on the four foundational pillars that form the basis of our multi-year DEI strategy:

- **Workplace Inclusion:** Create a culture of inclusion and equity where individual differences and similarities are valued and utilized
- **Workforce Diversity:** Attract, engage, and develop the best talent
- **Community:** Foster a positive reputation in the community
- **Marketplace:** Leverage inclusion and diversity to improve customer experience and satisfaction

Pentair believes that employee engagement and listening are key to developing an inclusive and strong corporate culture with a highly engaged workforce. In 2023, we prepared for and piloted an all-employee engagement survey that includes a measure of inclusion and belonging. Pentair's business resource groups ("BRGs") furthered employee engagement through their mentorship circle program, which pairs a mentor with several mentees to share organizational business acumen and key career lessons, while providing internal networking opportunities.

We are intentional across our talent programs, especially when refreshing or introducing new content, to integrate an inclusive mindset. For example, our global senior leader development program included an inclusive leadership module. Please refer to our Talent section for more information on recruitment and development at Pentair.

In 2023, a cohort of global employees from various functions and levels received training as facilitators of inclusion discussions as part of our foundations of an inclusive workplace course. These facilitators will support our goal of building DEI competencies across the enterprise and serve as advocates for an inclusive culture.

Our Executive Vice President and Chief Human Resources Officer is responsible for Pentair's DEI program and our Board of Directors receives formal updates on the program at least annually. Additionally, Pentair is a signatory of the CEO Action for Diversity and Inclusion™ coalition.

Strategic Target

Through living our Win Right values, Pentair is committed to continuing to strengthen our existing culture through an inclusive and diverse workplace by attracting, developing, and retaining top talent and building the inclusion and diversity core capabilities of our organization. By leveraging diverse teams, we will enable strong business performance and improve the employee value proposition. Our inclusion and diversity strategic targets include achieving an inclusive and diverse workforce and leadership team that embraces the communities in which we live, work, and serve with a specific focus on increasing women in leadership[29] positions globally and people of color ("POC") representation in US leadership positions.

2023 Progress

We achieved 31% female representation in our workforce (2019 baseline of 30%) and 31% female representation in leadership positions (2019 baseline of 28%). We achieved 38% POC representation in our US workforce (2019 baseline of 39%) and 24% POC representation in US leadership positions (2019 baseline of 23%).

[29] Leadership is defined as director level or above.

DIVERSITY, EQUITY, AND INCLUSION

PENTAIR BUSINESS RESOURCE GROUPS

Pentair's BRGs are company-sponsored, employee-led groups that foster an inclusive workplace aligned with our Win Right values. In 2023, we hosted our inaugural BRG Leadership Summit. Representatives from our five BRGs came together for strategic planning, community building, and identification of partnership opportunities to further develop an inclusive culture. In early 2024, we expanded our BRG network to include an Asian and Pacific Islander Resource Group, as well as a new affinity group, Alliance for All Abilities, to further our focus on an inclusive and engaged culture.

PENTAIR RESOURCES FOR EMERGING PROFESSIONALS ("PREP")

▶ **Founded in:** 2023

▶ **# of Members:** ~120

▶ **Highlight Event:** Global launch and release of an audio series called "Soundwaves" dedicated to providing members development resources which can inspire personal and professional growth

WOMEN'S RESOURCE GROUP ("WRG")

▶ **Founded in:** 2020

▶ **# of Members:** ~410

▶ **Highlight Event:** Partnered with Girl Scouts to hold various community events at several sites for emerging women in Science, Technology, Engineering, and Mathematics ("STEM") fields

P.R.I.D.E. ALLIANCE

▶ **Founded in:** 2022

▶ **# of Members:** ~100

▶ **Highlight Event:** Participated and walked in the Minnesota Twin Cities Pride Parade and hosted an external transgender author and speaker for a discussion on gender identity

LATINO RESOURCE GROUP ("LRG")

▶ **Founded in:** 2021

▶ **# of Members:** ~150

▶ **Highlight Event:** Created a pilot chapter for the manufacturing population at our plant in Moorpark, California, to encourage participation in BRGs as well as help ensure access to equitable opportunities

BLACK EMPLOYEE NETWORK ("BEN")

▶ **Founded in:** 2020

▶ **# of Members:** ~60

▶ **Highlight Event:** Hosted a Minnesota Timberwolves and Lynx event to educate the Pentair and Timberwolves/Lynx communities on challenges Black employees encounter in their career journeys and how to provide support and allyship

Photo Credit:
Pam Larson, Executive Assistant

EMPLOYEE HEALTH AND WELLNESS

At Pentair, we understand the long-term advantages of offering comprehensive benefits to help our employees achieve a healthy balance at work and in life.

In 2023, we implemented a new program in the US through Hinge Health to help with musculoskeletal disorders to support our workforce. We also partnered with Pentair's business resource groups on various health initiatives such as breast cancer awareness and mental health.

Our standard benefit offerings are available to all full-time employees but may vary due to country regulations or collective bargaining agreements. While these programs vary by country, we make sure to provide competitive benefits packages in compliance with local laws and regulations. We provide employees and their families with a wide range of benefits including insurance plans, a retirement savings plan, wellness programs, and paid time off.

Our Executive Vice President and Chief Human Resources Officer is responsible for Pentair's employee health and wellness program and updates our Board of Directors on a regular basis.

In the US, all full-time employees are eligible to receive the following benefits, unless otherwise noted.[30] Please refer to the Our Culture page on our website for additional employee benefits offered by Pentair.

EMPLOYEE BENEFITS

- Healthcare coverage for employees and their families
- Disability protection
- Eight weeks paid parental leave for birth, adoptive, and foster parents [31]
- Two weeks paid caregiver leave [31]

- Wellness programs
- Tuition reimbursement
- 401(k) retirement plan with employer match
- Life insurance and supplemental life insurance

- Vacation, holidays, and sick time
- Employee assistance program and employee emergency fund
- Employee stock purchase plan
- Flexible work arrangements

[30] Employees from acquisitions generally will be integrated into Pentair's benefit programs in a phased approach.

[31] Benefits will vary for our union populations.

OCCUPATIONAL HEALTH AND SAFETY

At Pentair, safety is our overriding priority. Creating a culture of working safely requires proper training and resources and a commitment to reducing and eliminating hazards using a hierarchy of controls. We empower our employees to speak up, exercise stop work authority, and proactively address risks.

In 2023, we expanded our environmental, health, and safety ("EHS") program through enhancement of three initiatives:

▶ **Stop-Call-Wait:** This program empowers employees to stop work and trigger immediate action when an unsafe condition is identified.

▶ **Eight Golden Rules:** These rules are foundational expectations that apply to everyone performing work at Pentair sites. To facilitate learning and serve as a continuous reminder of these rules, we created a training video. We require anyone working at or visiting a manufacturing site to watch the golden rules video and abide by these rules.

▶ **Critical Seven Do's and Don'ts:** These guidelines relate to our seven most frequent injury types. They outline the foundational behaviors and performance standards expected of our workforce.

We have an enterprise-wide, standardized injury, incident, near miss, and observation reporting and investigation process. The protocol specifies problem-solving techniques to determine the root cause for

all events, independent of severity. We host weekly meetings to communicate recordable events to other safety leaders within the geographical region to increase visibility and encourage proactive risk identification. Required corrective actions must be completed before events can be closed.

Our sites conduct job safety analyses ("JSA") to identify hazards and assess risk. If a hazard is identified, our teams assess for risk and use the hierarchy of controls to identify the most effective methods of control. We conduct routine JSAs when new processes are implemented or when changes are made to existing processes or conditions of work. Nonroutine JSAs occur when performing any nonroutine task, such as unplanned or infrequent equipment maintenance. Additionally, we conduct daily and weekly safety inspections, hazard hunts, local site assessments based on targeted risks, and annual safety management system assessments.

Technical knowledge and training are key elements for our teams to perform their jobs safely. Our program includes annual safety compliance-based training in addition to specialized safety training for specific tasks at our manufacturing sites.

Contractor safety includes contractor pre-qualification and site-specific training managed at the site-level.

Our Executive Vice President, Chief Supply Chain Officer and Chief Transformation Officer is responsible for Pentair's EHS program and provides updates to the

Board of Directors at least annually. Our EHS policy and program-specific procedures and standards support our Chief Executive Officer's global safety commitment.

EHS LEADERSHIP STRATEGY WORKSHOPS

Pentair is committed to integrating our EHS strategy across the enterprise and ensuring our leaders drive safety messages effectively. In 2023, we launched our first EHS leadership strategy workshop with our Pentair Flow business segment. Site leaders came together to discuss safety strategy, ergonomics early symptom intervention, talent development, injury/illness risk reduction, and root cause methodologies. We plan to hold similar workshops with our Pentair Water Solutions and Pentair Pool business segments in 2024.

SAFETY STATS

8

sites with zero recordable safety incidents

9

sites certified to ISO45001 (approximately 20% of manufacturing sites)

SUPPLY CHAIN

At Pentair, our dedication to Making Better Essential extends to our partners who help us build sustainable products throughout our global supply chain. We are working to achieve a more responsible and resilient supply chain by embedding ESG aspects into our supply chain strategy and through our transformation efforts.

In 2023, Pentair's supply chain program focused on executing against our supply chain transformation efforts. Our goals are to drive standardization across commodities, reduce complexity, and build beneficial partnerships between Pentair and our suppliers. We also focused on supply chain stability to continuously deliver to our manufacturing sites.

In 2023, our supply chain teams participated in a comprehensive, multi-module training to prepare for strategic sourcing of the future. Additionally, we hosted our second supplier show, an event that gives incumbent and future potential suppliers the opportunity to meet with Pentair's executive leadership team and commodity procurement teams to learn more about our business, including Pentair's vision for supplier relationships and the importance of a responsible supply chain.

We integrate sustainability into multiple stages of our supplier engagement processes. As part of new supplier screening, we include a series of questions to assess each supplier's ESG maturity and alignment with Pentair's social responsibility strategy. This includes questions related to greenhouse gas emissions, water, waste, diversity, and compliance. Pentair may choose to work with alternate suppliers if a supplier is not willing to align with our social responsibility strategy. Current suppliers undergo an ESG maturity assessment consisting of ten modules on topics such as biodiversity, climate impact, human rights, and data protection. Data from these assessments provides visibility into possible risks within our supply chain.

All suppliers receive Pentair's Supplier Code of Conduct and Global Supplier Guide. Pentair takes affirmative measures to review supplier internal management systems and compliance with our requirements. Suppliers must maintain compliance documentation and be available for Pentair audits if requested. In 2023, Pentair completed over 150 supplier audits. Pentair works with suppliers on corrective actions and follows an escalation process in the event a supplier is unable to comply, which may include pursuing an alternate supplier.

Our Executive Vice President, Chief Supply Chain Officer and Chief Transformation Officer is responsible for our supply chain program and updates our Board of Directors on a quarterly basis. Various globally-applicable internal policies guide our supply chain program. Each quarter, leadership hosts a global supply chain team town hall to discuss supply chain strategy and transformation efforts.

Strategic Targets

In partnership with our suppliers, we are expanding our social responsibility strategy beyond our operations to build a more sustainable supply chain. Our strategic targets include to:

- **Assess the ESG maturity of 100% of new suppliers with projected spend of greater than $1 million by 2025.**

- **Assess the ESG maturity of the top 80% of existing suppliers by spend by 2030.**

2023 Progress

- **We assessed the ESG maturity of 50% of new suppliers with projected spend of greater than $1 million.**

- **We assessed the ESG maturity of approximately 73% of our top 80% of existing suppliers by spend.**

PRODUCT QUALITY

Product quality is a top priority at Pentair that we incorporate into our product development process and beyond, including from initial research to manufacturing to installment and service.

Pentair's quality management system focuses on consistent product and service quality, customer satisfaction, and continuous improvement. Our Quality Management System Playbook contains information on our Quality Policy, systems, processes, and maturity assessment and applies to all sites globally. In 2023, 28 sites achieved ISO9001 certification (approximately 66% of manufacturing sites).

Once a product is available to customers, we continue to monitor quality through customer feedback, insights from our sales team, and warranty claims. We manage potential quality concerns through specific reporting processes to ensure appropriate review and investigation, and we involve our quality improvement teams on solutions when needed.

Within each of our business segments, cross-functional quality improvement teams proactively focus on quality through engineering and operations and address any improvement opportunities arising from our quality

monitoring systems. These teams meet weekly and report to leadership monthly on progress and challenges.

We offer several training programs and encourage continuous development for our quality teams, including standard onboarding and specific skill building tailored to our sites. We empower manufacturing employees to raise quality issues to management during daily activities, and these issues are communicated to leadership, documented, and acted upon. We conduct annual enterprise quality assessments that include a review of quality requirements, processes, planning, training, and culture at our sites.

Pentair is a member of the Manufacturers Alliance Quality Council, and our participation enables best practice sharing, benchmarking, and discussion with quality teams across industries. We are corporate members of the American Society for Quality and Automotive Industry Action Group, which is a source of training materials and other resources for our employees.

Our Executive Vice President, Chief Supply Chain Officer and Transformation Officer is responsible for our quality program. The Board of Directors discusses quality performance in key businesses during meetings.

WORLD QUALITY WEEK

Pentair is committed to delivering high-quality, world-class products and services that contribute to the success of our customers. To celebrate our employees, whose work is instrumental in achieving this goal, we organized events to commemorate World Quality Day. The events reinforced our 2023 theme, *"Quality Is Everyone's Responsibility"*, and included lunch and learns, competitions, recognition of quality heroes, and more.

IMPROVING QUALITY WHILE SAVING ENERGY IN ROTATIONAL MOLDING PROCESS

Our team in Steinhagen, Germany successfully improved the quality of the site's large sewage tanks by optimizing oven temperatures and adjusting cycle durations. Not only was the scrap rate reduced, but the team was able to save an estimated 55,000 kWh annually.

Photo Credit:
Marko Zgela, Quality Senior Manager

COMMUNITY IMPACT

Pentair and the Pentair Foundation work together to make a difference in our communities through various grant making programs as well as through Team Pentair, our employee-led volunteerism and giving program.

In 2023, the Pentair Foundation launched an updated strategic plan and mission to further amplify its impact in our focus areas of water, education, and community. The mission of the Pentair Foundation is to support and advance inclusive and sustainable communities by investing in the availability, quality, and enjoyment of water and by increasing the participation of youth and young adults in Science, Technology, Engineering and Math ("STEM") education. Specifically in water-based philanthropy we are focused on:

- **MOVE:** Reduce water stress and build ecological resilience
- **IMPROVE:** Improve water quality and reduce single-use plastic water bottles
- **ENJOY:** Increase swim safety and promote water-related wellbeing

WATER

We support organizations and collaborate with partners to increase access and availability of cleaner, filtered water through a variety of projects including our Project Safewater initiative, a program that combines Pentair Foundation giving with Pentair products and solutions.

GreenSource

After more than a decade of support, Pentair's site in Enschede, Netherlands, is close to completing its last year of involvement with GreenSource in 2024. The initiative, which is co-funded by the Dutch Ministry of Foreign Affairs of the Netherlands, brings together multiple local, technology, and university partners to provide communities in South Africa with a combined water source and multi-sport playground. Pentair provided containerized water filtration systems and technical assistance with an estimated monetary contribution of more than $750,000. Pentair is proud to have contributed to a sustainable impact in the South African communities by providing solutions that produce safe, drinkable water with a combined capacity of more than 300 million liters per year across South Africa.

Project Safewater Initiative

As part of our Project Safewater initiative, members of our Global Engineering Center in Noida, India, joined representatives from Safe Water Network to celebrate the opening of an updated water treatment system built with Pentair Foundation support at Primary School, Khora. In 2016, the Pentair team installed a reverse osmosis ("RO") water filtration system at the school. Unfortunately, after sitting idle during the pandemic, the system no longer worked properly, and the community was again dealing with water-based health challenges. The Pentair team worked with the Safe Water Network to install a new RO

water filtration system and the infrastructure needed to protect the system. The team also installed an integrated system that reuses wastewater in the school washroom and facilitated hygiene practices, including a handwashing facility, to help reduce waterborne diseases. The school administration uses the treated water to prepare mid-day meals for the students and chilled water for drinking purposes for students, teachers, and neighboring community members.

2023 IMPACT

- 1.3 million people reached through Pentair Foundation grant partners[32]
- $1.85 million invested in the community by Pentair and the Pentair Foundation
- $210,320 in matching contributions from the Pentair Foundation, amplifying the impact of team volunteerism and personal charitable giving
- More than $80 million donated to philanthropic causes by Pentair and the Pentair Foundation since 1988

PENTAIR FOUNDATION

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[32] Based on annual impact reports filed by grantees.

COMMUNITY IMPACT

EDUCATION

We support organizations working to increase access to educational opportunities for underserved communities in developing countries. We invest in creating the next generation of STEM leaders through STEM educational programs in communities where Pentair operates.

Project Scientist

In 2023, Pentair partnered with Project Scientist, a Pentair Foundation grant recipient, that works with girls ages four through 12 from under-resourced communities to demonstrate career possibilities in STEM fields for our third consecutive summer. Pentair hosted summer expeditions at our office in Golden Valley, Minnesota and Pool Innovation Center in Apex, North Carolina in which employees spoke about their own STEM career journeys and current roles. Activities included seeing how Pentair utilizes 3D printing, water filtration and chemistry demonstrations, a day-in-the-life of product design, and a paper airplane competition.

COMMUNITY

Pentair operates in many diverse communities around the world, each with its own unique needs and challenges. We work with local organizations and partners to understand where and how we can help, and we amplify the impact of our employees by matching their donations of time and resources.

Girl Scouts River Valleys

In 2023, Pentair's Women's Resource Group ("WRG") partnered with Girl Scouts River Valleys to bring water-themed STEM learning to Girl Scouts in local communities. An event held at Pentair's site in White Bear Lake, Minnesota served as a highlight of this first year's efforts. WRG volunteers engaged more than 45 Girl Scouts in second through fifth grade in water and sustainability activities to demonstrate how engineers use design-thinking to solve problems.

Team Pentair

Team Pentair is an employee-led initiative supported by Pentair and the Pentair Foundation that amplifies employees' impact through matching gifts and volunteerism. Employees who volunteer in teams of five or more receive a $1,000 matching grant for their qualified organization for every 25 hours of team service. Pentair employees who volunteer individually receive a $500 matching grant for 25 total hours. In 2023, employees actively participated in their communities in multiple ways including Earth Month Clean Up at the Westwood Hills Nature Center and Rise Against Hunger hosted by the North Carolina Society of Human Resources. Please refer to our Team Pentair page on our website for more information.

Photo Credit: Thanyaporn Pornsasawat, Sales Support

GOVERNANCE

Pentair's governance practices set the foundation for how we make life's most essential resource better for people and the planet. Together with our Win Right values, these principles guide the decisions we make and the actions we take that impact our employees, communities, partners, customers, and the world in which we live.

In this section:

- Social Responsibility Governance and Risk Management
- Ethical Business Practices
- Labor and Human Rights
- Information Security and Data Privacy
- Corporate Associations and Contributions

Photo Credit:
Karla Robertson, Executive Vice President, General Counsel, Secretary, and Chief Social Responsibility Officer

SOCIAL RESPONSIBILITY GOVERNANCE AND RISK MANAGEMENT

GOVERNANCE

Pentair's Executive Vice President, General Counsel, Secretary, and Chief Social Responsibility Officer leads our social responsibility team and provides oversight of our strategy, strategic targets, and reporting requirements. The Governance Committee of our Board of Directors reviews social responsibility matters quarterly, and the full Board of Directors receives updates at least annually including progress on our strategic targets.

Our executive leadership team regularly engages on key social responsibility projects. Cross-functional leaders work with our dedicated social responsibility team to integrate social responsibility into their businesses, functions, and processes.

Pentair's 2023 executive officer management incentive plan ("MIP") included an ESG component addressing progress toward our Social Responsibility Strategic

Targets in the form of a potential modifier to the final MIP financial calculation. This modifier may be applied to the MIP payout, determined based on achievement of the MIP financial targets, to increase or decrease such payout by up to 10%.

RISK MANAGEMENT

Pentair has a multi-component risk management program overseen by our Executive Vice President, General Counsel, Secretary, and Chief Social Responsibility Officer and our Board of Directors. Through our enterprise risk management program ("ERM"), the Board of Directors reviews significant and material risks facing the business and helps ensure that management develops and implements appropriate controls and risk mitigation strategies. Our ERM program includes discussion regarding social responsibility focus areas and our senior director of social responsibility is an ERM program participant.

For more information on Pentair's corporate governance structure and our approach to risk management, please refer to our 2024 Proxy Statement, Annual Report on Form 10-K or visit our Investor Relations website.

BOARD OF DIRECTORS OVERVIEW

10 members

7 years average tenure balance

9 independent directors

4 female directors

40% diverse directors based on race/ethnicity[33]

[33] *Includes Middle Eastern, Black/African American, Asian, and two or more races.*

Photo Credit:
Andrea Giovannelli,
Sales Support Manager

ETHICAL BUSINESS PRACTICES

Pentair's ethical business practices enable us to promote business value and deliver results to our stakeholders. The Pentair Code of Business Conduct and Ethics embodies these practices and applies to all employees, contractors, executives, and our Board of Directors.

Pentair employees complete compliance training annually, including job-related training for certain teams and online training for professional employees. We communicate on ethics topics throughout the year via our company's intranet site and on-site materials. 100 percent of our active professional-level employees completed 2023 training on our Pentair Code of Business Conduct and Ethics.

Throughout the year, our compliance team collaborates with our internal audit function, ensuring continued alignment on focus areas. Our compliance team conducts periodic reviews to ensure we are operating effectively and consistently and aligning to recognized, applicable standards.

Pentair is committed to creating an environment where employees are encouraged to speak up, ask for help, and raise concerns. Our confidential and anonymous Pentair Ethics Helpline is available to employees in the languages of the regions where we operate. The helpline can be accessed on the web or by phone through local toll-free numbers in countries with Pentair employees.

Employees may also report suspected violations directly to their human resources representative or supervisor or file a report online at PentairEthics.com. Our Office of Business Conduct and Ethics is available for employees to submit complaints directly by phone, e-mail, or mail. Our compliance team follows a robust process to review all reported concerns and investigate as appropriate. Substantiated concerns may result in disciplinary action up to and including termination. Pentair does not tolerate retaliation in any form against employees for raising concerns or making good faith reports about possible breaches of law, policy, or ethical violations.

In addition to the Pentair Code of Business Conduct and Ethics, various other internal policies relate to ethical business practices. Examples include our Conflict of Interest, Gifts, and Entertainment Policy, Anti-Bribery and Corruption Policy, and Raising Concerns and Non-Retaliation Policy. We extend our expectations to our suppliers and vendors through our Supplier Code of Conduct and standard terms and conditions.

Our compliance team manages our ethics program and shares progress with our Chief Executive Officer, Chief Financial Officer, and General Counsel quarterly. Additionally, our General Counsel provides program updates to the Audit and Finance Committee and the Governance Committee of our Board of Directors quarterly.

Anti-Bribery and Anti-Corruption

We compete based on our product and service quality, pricing, and reputation. We prohibit offering or accepting bribes or other unlawful payments to obtain new business or retain existing business. Bribery is prohibited not just for Pentair employees, but also for third-parties that conduct business on our behalf. Our annual compliance training for active professional-level employees contains a module on anti-bribery and anti-corruption.
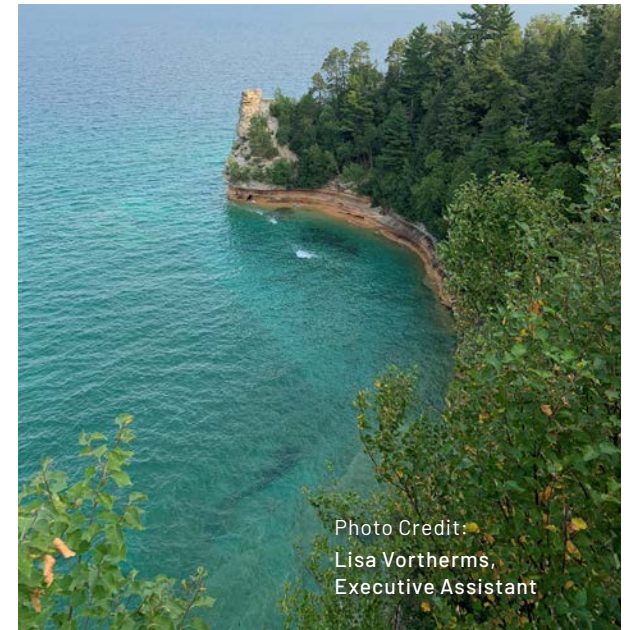

Photo Credit:
Lisa Vortherms,
Executive Assistant

LABOR AND HUMAN RIGHTS

At Pentair, we are committed to conducting business with absolute integrity, which includes the protection of human rights and fair labor practices within our own operations and value chain. As a global company, Pentair is committed to complying with applicable international laws, regulations, and global standards and following the local laws of each country where we do business.

Pentair's Code of Business Conduct and Ethics, Human Rights Policy, and compliance policies require employees to act with the highest levels of ethics and integrity and to treat others in a fair and equitable manner. Our Human Rights Policy aligns with the standards set forth by the International Labour Organization, the United Nations ("UN") International Bill of Human Rights, and the UN Guiding Principles on Business and Human Rights. Our active professional-level employees participate in annual training on our Pentair Code of Business Conduct and Ethics, which covers responsibilities related to labor and human rights. Pentair's Anti-Discrimination and Equal Employment Opportunity Policy, Anti-Harassment Policy, and Raising Concerns and Non-Retaliation Policy provide Pentair's equal employment and anti-discrimination statements, clarify prohibited conduct, and define the complaint processes. Pentair also provides anti-harassment training to all employees as required by local law.

These enterprise policies reflect our Win Right values and demonstrate our commitment to providing equal employment opportunities and prohibiting discrimination and harassment of all types toward all employees and applicants for employment on the basis of race (including related to hairstyle); color; religion; sex (including pregnancy, lactation, and childbirth); sexual orientation; gender identity; age; national origin; disability; genetic information; veteran status; uniform service member status; or any protected status under federal, state, or local law.

PentairEthics.com provides a place for our employees, suppliers, and external stakeholders to confidentially and anonymously report concerns or violations related to human rights. We maintain open and collaborative relationships with employees to help ensure their views are represented. Pentair is committed to being a place where our employees are proud to work and where integrity is a core principle of how we work.

Our Executive Vice President and Chief Human Resources Officer and Executive Vice President, General Counsel, Secretary, and Chief Social Responsibility Officer share responsibility for Pentair's labor and human rights efforts.

Protecting Human Rights in Our Supply Chain

Our Supplier Code of Conduct outlines our expectations on social and compliance issues and how suppliers are expected to manage ESG risks within their operations and supply chain. This includes our requirement for our suppliers to respect internationally recognized human rights.

Our Supplier Code of Conduct requires our suppliers to conform to our Conflict Minerals Policy and to our antislavery and human trafficking guidelines. We utilize a third-party assessment and certification provider for our yearly conflict minerals survey. Through this third-party audit process, Pentair performs an annual survey of our direct suppliers regarding the presence of conflict minerals. The goal is to receive information from suppliers that constitute 95% of our direct spend. When this process detects potential risks in the supply chain, Pentair works to mitigate the risks as appropriate. Pentair does not have a direct relationship with smelters and/or refiners; most of the work is carried out indirectly through Pentair's suppliers or through our involvement with industry working groups and coalitions.

For more information on labor and human rights at Pentair, please see the following resources:

- Partner and Supplier Resources
- Human Rights Policy
- Conflict Minerals Policy
- Conflict Minerals Report[34]
- Slavery and Human Trafficking Statement
- Supplier Code of Conduct
- Pentair Code of Business Conduct and Ethics

[34] *Due to publication timing, Pentair's Conflict Minerals Report from calendar year 2022 is included. The Conflict Minerals Report for calendar year 2023 is planned for release in early summer 2024.*

INFORMATION SECURITY AND DATA PRIVACY

Our management and Board of Directors recognize the importance of maintaining the security and resiliency of our cybersecurity environment to deliver on the expectations of our customers, dealers, business partners, employees, and investors. The Board of Directors is actively involved in our risk management practices, including oversight of our overall ERM program, in which cybersecurity risk is included. Our cybersecurity program is aligned with the National Institute of Standards and Technology ("NIST") Cybersecurity Framework ("CSF") and leverages International Organization for Standardization and other applicable industry standards. Overall, the purpose of our information security program is to protect the confidentiality, integrity and availability of our systems and data, along with the safe operation of our connected products. This is supported by our security operating framework, roadmap, and governance.

We have established processes to assess, identify and manage material risks from cybersecurity threats. Annual risk assessments are performed and incorporated as part of our ERM organizational process. Strategic and operational cybersecurity risks are assessed, identified, and managed by our cybersecurity team, which is led by our Chief Information Security Officer (the "CISO"). Our cybersecurity team shares information regarding such risks with our Security Steering Committee, which consists of our Chief Financial Officer, General Counsel, Chief Human Resources Officer, Chief

Technology Officer, and Chief Supply Chain Officer, and our ERM function, both of which support the Board of Directors' oversight of cybersecurity risk. Additionally, working groups, such as our Artificial Intelligence council, address key issues and topics.

We deploy technical safeguards that are designed to protect our systems from cybersecurity threats, including firewalls, anti-malware software, and authentication and authorization controls. Ongoing enhancements are integrated into our security roadmap, as informed by our security audits and assessments. We have in place an incident response plan to identify, protect, detect, respond to, and recover from cybersecurity threats and incidents. The CISO, the Security Steering Committee, our Chief Executive Officer and the Board of Directors are notified of any material cybersecurity incidents through an established escalation process. Our incident response team maintains a standard playbook to respond to any potential cybersecurity incidents. We test and evaluate our plans on a regular basis. We maintain a risk-based third-party risk management process to identify, assess and manage risks presented by service providers, vendors and other third parties that access our systems or that process or store our data.

We provide ongoing security awareness and training to educate internal users on how to identify and report potential issues. Professional-level employees receive mandatory cybersecurity

education and training. Employee phishing tests are conducted on a regular basis. Employees who do not follow protocol are redirected for additional training. We also provide periodic updates to employees on emerging cybersecurity trends and ways to protect themselves and our company.
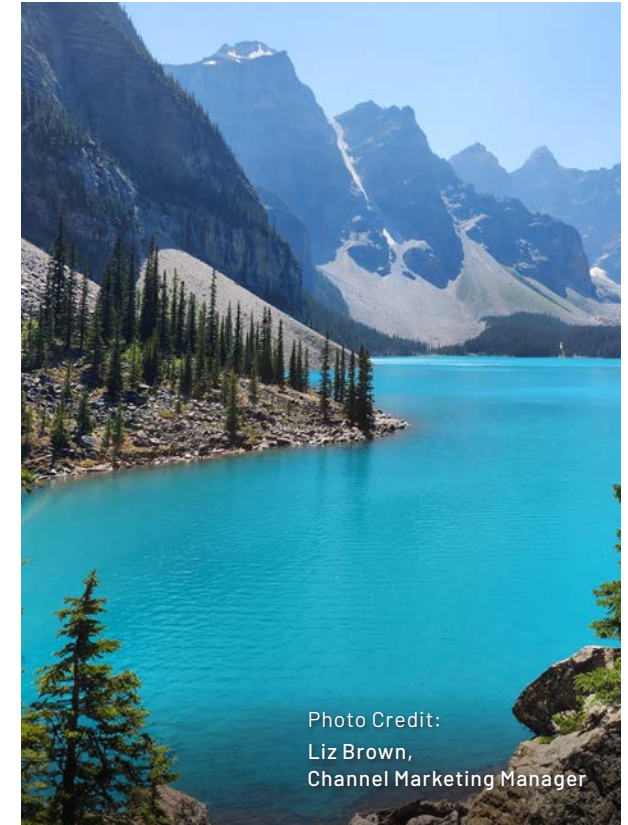

Photo Credit:
Liz Brown,
Channel Marketing Manager

INFORMATION SECURITY AND DATA PRIVACY

We perform periodic security audits and assessments to test our cybersecurity program. These efforts span across our cybersecurity program, including but not limited to audits, assessments, tabletop exercises, vulnerability scanning and penetration tests. We regularly engage third parties to assess our cybersecurity program, including cybersecurity maturity assessments, penetration testing, and independent review of our security control environment and operating effectiveness. The results of the assessments are included for review by the Security Steering Committee and the Audit and Finance Committee of the Board of Directors. We believe our cybersecurity program is enhanced with the results of the audits, assessments and reviews performed.

The Board of Directors is responsible for general oversight of our risk management, including cybersecurity risk. The Audit and Finance Committee of the Board of Directors is responsible for overseeing our risk exposure to information security, cybersecurity, and data protection, as well as the steps management has taken to monitor and control such exposures. Cybersecurity reviews are conducted at least quarterly and reported to the Board of Directors or the Audit and Finance Committee by the CISO and/or Chief Financial Officer at least quarterly. Our cybersecurity team, which assesses and manages our risks from cybersecurity threats, is led by the CISO, who reports to our Chief Financial Officer. Additional oversight for assessing and managing cybersecurity risk include the Security Steering Committee and as part of our ERM program.

Pentair maintains overarching Information Security, Acceptable Use, and Data Classification and Handling policies supported by sub-policies, standards, and procedures on specific information security topics. All policies apply to our operations globally.

Aspects of our program related to our internal control over financial reporting are internally audited and externally attested to by our third-party auditor annually. Pentair also maintains cyber insurance.

Pentair is committed to complying with applicable privacy and data protection laws wherever it does business. Pentair's Global Privacy Office, part of the legal function reporting to the General Counsel, implements data privacy policies that govern how we collect, process, store, and transmit data lawfully as well as the safeguards in place to maintain and prevent unauthorized use or disclosure. Pentair treats any personal information that it collects regarding employees or any third-party with care and protects such information with policies and practices designed to help ensure the information is used lawfully and properly. Additional information can be found on the Privacy Notice page of our website.

Photo Credit:
Maurita Magstadt,
Sustainability Manager

CORPORATE ASSOCIATIONS AND CONTRIBUTIONS

In 2023, Pentair did not make any corporate political contributions. Our Political Contributions Policy governs such contributions, should they be made in the future. This policy is in place to ensure that if such contributions are made, they are made in a manner consistent with Pentair's Win Right values, and that they protect and/or enhance stakeholder value.

Our Chief Executive Officer, Chief Financial Officer, and General Counsel must approve political contributions made by the company. Company management provides an annual report to the Governance Committee on any political contributions made by Pentair.

Pentair is a member of numerous trade associations, professional societies, industry groups, and other tax-exempt organizations. These organizations dialogue with government officials and other key stakeholders on industry-relevant issues. Pentair may not always share the views of its industry peers and associations and, in certain circumstances, may choose to not participate in industry and trade group-related activities. Pentair will voluntarily disclose the portion of payments that major US-based trade associations and other tax-exempt organizations report to the company as being used for political activity purposes where payments are $50,000 or greater. Please refer to Pentair's 2023 Political Contributions Reporting for more information.

Photo Credit:
Samantha Simmons,
Channel Marketing Specialist

ABOUT THIS REPORT

In this section:

▶ Scope

▶ Materiality

▶ Report Links

▶ Recasts and Corrections

▶ Feedback

▶ Caution Concerning Forward-Looking Statements

▶ Assurance

ABOUT THIS REPORT

SCOPE

This report, published on April 18, 2024, describes Pentair's strategy and performance related to our social responsibility program. Content focuses on our priority social responsibility areas and supplements information in our Annual Report on Form 10-K for the fiscal year that ended on December 31, 2023. Unless otherwise noted, data in this report is based on calendar year 2023 (January 1, 2023, through December 31, 2023), or provided as of December 31, 2023, as applicable.

Our greenhouse gas ("GHG") emissions inventory for Scope 1 and 2 emissions follows the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Our GHG emissions and water inventories include owned and leased sites where Pentair has full operational control, including our recently acquired businesses. Sites that are less than 0.1% of our 2022 GHG emissions or water inventories are estimated based on square footage and using Commercial Building Energy Consumption Survey, World Bank, and extrapolation from similar Pentair sites. Please note the scope details within footnotes and the ESG Index.

Due to rounding, the numbers presented throughout this report may not add up precisely to the totals provided. Data and information are collected and managed through various internal reporting and management systems.

MATERIALITY

For purposes of this report, we report against our material social responsibility topics identified through our internal materiality assessments and our stakeholder engagement. We use the Global Reporting Initiative's definition of materiality, which is different from the definition used for the US Securities and Exchange Commission filings. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information for Securities and Exchange Commission reporting purposes. For additional information that is material to Pentair plc, including information on the factors that could impact our ability to execute our strategy and other material risks to our business, please see our filings with the Securities and Exchange Commission, including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.

REPORT LINKS

This report contains links to other websites and references information from other websites. Such links and references are not endorsements of any products or services in such websites, and no information on such websites has been endorsed or approved by Pentair.

RECASTS AND CORRECTIONS

Pentair is committed to continual improvement in our social responsibility disclosures. As such, we have made the following recasting decisions and corrections from previous reporting:

▸ We updated our internal definition for "high-consequence work-related injuries (excluding fatalities)" in 2023. "High-consequence work related injuries (excluding fatalities)" have been omitted for the years 2019-2022, and redefined as "severe injuries resulting in lost-time" for 2023. See GRI 403-9.

▸ We updated GRI 308-1, "new suppliers that were screened using environmental criteria (%)," and GRI 414-1, "new suppliers that were screened using social criteria (%)" for 2022 due to an error in data collection.

▸ We updated GRI 401-3, "number of employees who returned from parental leave and are still employed after 12 months of returning to work," and the "retention rate for employees who took parental leave (%)" for 2021 due to a data collection and calculation error.

▸ We updated GRI 306-5, "incineration (with energy recovery)" and "incineration (without energy recovery)" for both non-hazardous and hazardous waste disposed for the years 2019-2022. The applicable data points are regarded as "other" waste disposed in the 2023 report.

ABOUT THIS REPORT

▶ In 2023, we improved our methodology for calculating water discharge and consumption. We have updated the water discharge and consumption figures for the years 2019 through 2022 to reflect this updated methodology. See GRI 303-4 and 303-5.

▶ In our 2022 Corporate Responsibility Report, fuels reported as "Ethanol" were intended to be "E-85" for the year 2022. We have reflected this update in our 2023 report. See GRI 302-1 and 305-1.

▶ Total energy consumption within the organization from both renewable and nonrenewable sources has been updated for all years in this report to reflect a correction to a unit of measure conversion factor. See GRI 302-1 and SASB RT-IG-130a.1.

▶ Scope 1 energy consumption was updated for the years 2020 and 2021 to include acetylene as "other" nonrenewable fuel consumption. See GRI 302-1.

▶ Pentair's 2022 Corporate Responsibility Report incorrectly stated that in 2022, no US-based trade association or other tax-exempt organization to which Pentair made a payment of $50,000 or more in 2022 reported to Pentair that any portion of that payment was used for political activity purposes. See Pentair's 2022 Political Contributions Reporting for more information.

FEEDBACK

We recognize the dynamic nature of social responsibility risk and disclosure and the associated financial implications. We believe organizations that understand their social responsibility risks and proactively incorporate them into their holistic business strategy are well-positioned for success, sustainability, and future growth. This report can be used to demonstrate commitment to social responsibility and to measure and compare performance over time. We intend to continue annual reporting. For questions or comments, please contact ESG@pentair.com.

CAUTION CONCERNING FORWARD-LOOKING STATEMENTS

This report contains statements that we believe to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical fact, are forward-looking statements. Without limitation, any statements preceded or followed by or that include the words "targets," "plans," "believes," "expects," "intends," "will," "likely," "may," "anticipates," "estimates," "projects," "should," "would," "could," "positioned," "strategy," or "future" or words, phrases, or terms of similar substance or the negative thereof are forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions, and other factors, some of which are beyond our control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements, including the risk that we will be unable to execute our strategy because of market or competitive conditions. All forward-looking statements speak only as of the date of this report. Pentair plc assumes no obligation, and disclaims any obligation, to update the information contained in this report.

Photo Credit:
Ria Bijl, Service Administrator

ASSURANCE STATEMENT

LRQA Independent Assurance Statement
Relating to Pentair's GHG Emissions Inventory, Environmental Safety, and Diversity Metrics for the Calendar Year 2023

This Assurance Statement has been prepared for Pentair plc (Pentair) in accordance with our contract but is intended for the readers of this Report.

Terms of Engagement

LRQA was commissioned by Pentair plc (Pentair) to provide independent assurance of Pentair's Greenhouse Gas emissions inventory, energy use, water withdrawal, safety injury frequency rate, and diversity metrics ("the report") for the calendar year (CY) 2023, against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Pentair's global operations and activities in CY 2023 specifically the following requirements:
- Verifying conformance with:
  - Pentair's reporting methodologies for selected datasets; and
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data[1]
- Evaluating the accuracy and reliability of data and information for only the selected Environmental, Health & Safety (EHS) and Diversity, Equity & Inclusion (DEI) indicators listed below: [2]
  - Direct (Scope 1), Energy Indirect (Scope 2) greenhouse gas emissions;
  - Water Withdrawal;
  - Energy Consumption;
  - Safety Injury Frequency Rate; and
  - Inclusion and Diversity Rates.

Our assurance engagement excluded the data and information of Pentair's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to Pentair. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Pentair's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of Pentair.

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[1] http://www.ghgprotocol.org/
[2] GHG quantification is subject to inherent uncertainty.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Pentair has not, in all material respects:
- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in the tables below

The opinion expressed is formed on the basis of a limited level of assurance[3] and at the materiality of the professional judgement of the verifier.

Table 1. Summary of Pentair's GHG Emissions Data for CY 2023

Greenhouse Gas Emissions	Data	Unit
Scope 1 GHG emissions	55,880	Metric Tons CO_2e
Scope 2 GHG emissions (Location-based)[1.1]	63,580	Metric Tons CO_2e
Scope 2 GHG emissions (Market-based)[1.1]	41,266	Metric Tons CO_2e

Note 1.1: Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015

Table 2. Summary of Pentair's Other Environmental Data for CY 2023.

Environmental Data Parameter	Data	Unit
Energy Use[2.1]	315,387,573	kWh
Total Water Withdrawal	154,431,397	Gallons

Note 2.1. Energy use verified for 2023 only; includes kWh equivalent energy from stationary and mobile fuel consumption, purchased electricity, steam and solar generation.

Table 3. Summary of Pentair's Performance Metrics for CY 2023[3.1].

Data Parameter	2023	Unit
Safety Injury Frequency Rate for Manufacturing Facilities and KBI Field Service business[3.2]	1.66	Cases Per 200,000 Hours
Percent of Women in the Workforce[3.3]	31	Percent
Percent of POC in the Workforce[3.4] (U.S. only)	38	Percent
Percent of Women Director and Above	31	Percent
Percent of POC Director and Above[3.4] (U.S. only)	24	Percent

Note 3.1. Information as of 12/31/2023
Note 3.2. KBI Field Service business data was not included the CY2021 and CY2022 assured metrics.
Note 3.3. Percent of women applies to global Pentair employees.
Note 3.4. People of Color (POC) inclusive of the following racial minority groups: Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Asian, Native Hawaiian/Other Pacific Islander and Two or More Races. Data for U.S. employee population only.

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[3] The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

ASSURANCE STATEMENT

LRQA

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- analysing GHG emissions and EHS data from a sample of facilities;
- interviewing relevant employees responsible for managing applicable data and records;
- verifying CY 2023 EHS, and DEI data at an aggregated level, and
- reviewing Pentair's Base Year recalculation policy and confirming that recalculation is not required at this time.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

The verification assessment is the only work undertaken by LRQA for Pentair and as such does not compromise our independence or impartiality.

[signature]

Joycelyn Swamidoss   Dated: 15 March 2024
LRQA Lead Verifier
On behalf of LRQA, Inc.,
2101 CityWest Blvd, Houston, TX 77042

LRQA reference: UQA00001999/6508578

ESG INDEX

In this section:
- ▶ Global Reporting Initiative Index
- ▶ Sustainability Accounting Standards Board Index
- ▶ Task Force on Climate-related Financial Disclosures Index

GLOBAL REPORTING INITIATIVE INDEX

Pentair is reporting the information contained in our Global Reporting Initiative ("GRI") Index for the period of January 1, 2023, through December 31, 2023, with reference to the GRI Standards. Dashes in the table indicate metrics that are not applicable or available for disclosure.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
GRI 2: GENERAL DISCLOSURES 2021							
2-1	Organizational details	-	-	-	-	-	**2023 Annual Report on Form 10-K** **About Pentair**
2-2	Entities included in the organization's sustainability reporting	-	-	-	-	-	**2023 Annual Report on Form 10-K**
2-3	Reporting period, frequency and contact point	-	-	-	-	-	FY2023 unless otherwise stated Annual **ESG@Pentair.com**
2-4	Restatements of information	-	-	-	-	-	**About this Report: Recasts and Corrections**
2-5	External assurance	-	-	-	-	-	**About this Report: Assurance**
2-6	Activities, value chain and other business relationships	-	-	-	-	-	**2023 Annual Report on Form 10-K** **2024 Proxy Statement** **About Pentair** **People: Supply Chain**
2-7	Total employees[1]	9,290	9,878	11,263	11,189	10,578	**2023 Annual Report on Form 10-K** **People: Talent**
2-7	Total full-time employees	-	-	-	10,888	10,289	**2023 Annual Report on Form 10-K** **People: Talent**
2-7	Total part-time employees	-	-	-	301	289	**2023 Annual Report on Form 10-K** **People: Talent**
2-8	Total workers who are not employees[2]	-	-	-	415	415	**People: Talent**
2-9	Governance structure and composition	-	-	-	-	-	**2024 Proxy Statement** **Board of Directors** **Corporate Governance** **Corporate Governance Principals** **Governance: Social Responsibility Governance and Risk Management**
2-10	Nomination and selection of the highest governance body	-	-	-	-	-	**2024 Proxy Statement** **Governance Committee Charter**
2-11	Chair of the highest governance body	-	-	-	-	-	**2024 Proxy Statement**

[1] Excludes contingent workers; Includes temporary employees.

[2] Contingent workers only.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
2-12	Role of the highest governance body in overseeing the management of impacts	-	-	-	-	-	2024 Proxy Statement Audit and Finance Committee Charter Compensation Committee Charter Governance Committee Charter Governance: Social Responsibility Governance and Risk Management
2-13	Delegation of responsibility for managing impacts	-	-	-	-	-	2024 Proxy Statement Audit and Finance Committee Charter Compensation Committee Charter Governance Committee Charter Governance: Social Responsibility Governance and Risk Management
2-14	Role of the highest governance body in sustainability reporting	-	-	-	-	-	2023 Annual Report on Form 10-K 2024 Proxy Statement Governance: Social Responsibility Governance and Risk Management
2-15	Conflicts of interest	-	-	-	-	-	2024 Proxy Statement Pentair Code of Business Conduct and Ethics Governance: Ethical Business Practices
2-16	Communication of critical concerns	-	-	-	-	-	2023 Annual Report on Form 10-K 2024 Proxy Statement Governance: Social Responsibility Governance and Risk Management Pentair Website
2-17	Collective knowledge of the highest governance body	-	-	-	-	-	2024 Proxy Statement Governance: Social Responsibility Governance and Risk Management
2-18	Evaluation of the performance of the highest governance body	-	-	-	-	-	2024 Proxy Statement
2-19	Remuneration policies	-	-	-	-	-	2024 Proxy Statement
2-20	Process to determine remuneration	-	-	-	-	-	2024 Proxy Statement
2-21	Annual total compensation ratio	-	-	-	-	-	2024 Proxy Statement
2-26	Mechanisms for seeking advice and raising concerns	-	-	-	-	-	Pentair Code of Business Conduct and Ethics Governance: Ethical Business Practices
2-27	Compliance with laws and regulations	-	-	-	-	-	2023 Annual Report on Form 10-K
2-28	Membership associations	-	-	-	-	-	Pentair partners with numerous organizations, including industry partners, governments, and nongovernmental organizations (NGOs), to bring our Social Responsibility vision to life through our business operations, within our industry and across communities. Key partners are mentioned throughout this report. Governance: Corporate Associations and Contributions Political Contributions Policy

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
2-29	Approach to stakeholder engagement	-	-	-	-	-	Making Better Essential: Materiality Assessments Investor Relations Website
2-30	Total employees covered by collective bargaining agreements (%) [3]	28%	29%	26%	28%	31%	2023 Annual Report on Form 10-K People: Employee Health and Wellness
GRI 3: MATERIAL TOPICS 2021							
3-1	Process to determine material topics	-	-	-	-	-	Making Better Essential: Materiality Assessments
3-2	List of material topics	-	-	-	-	-	Making Better Essential: Materiality Assessments
3-3	Management of material topics	-	-	-	-	-	Planet: Product Design for Sustainability Planet: Climate and Greenhouse Gas Emissions Planet: Water Stewardship
GRI 201: ECONOMIC PERFORMANCE 2016							
3-3	Management of material topics	-	-	-	-	-	2023 Annual Report on Form 10-K
201-1	Direct economic value generated and distributed	-	-	-	-	-	2023 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	-	-	-	-	-	2023 Annual Report on Form 10-K TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	-	-	-	-	-	2023 Annual Report on Form 10-K
GRI 202: MARKET PRESENCE 2016							
3-3	Management of material topics	-	-	-	-	-	2023 Annual Report on Form 10-K
GRI 204: PROCUREMENT PRACTICES 2016							
3-3	Management of material topics	-	-	-	-	-	People: Supply Chain
GRI 205: ANTI-CORRUPTION 2016							
3-3	Management of material topics	-	-	-	-	-	Governance: Ethical Business Practices Governance: Labor and Human Rights 2023 Annual Report on Form 10-K
205-2	Communication and training about anti-corruption policies and procedures	-	-	-	-	-	Governance: Ethical Business Practices Governance: Labor and Human Rights 2023 Annual Report on Form 10-K
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016							
3-3	Management of material topics	-	-	-	-	-	Pentair Code of Business Conduct and Ethics
GRI 207: TAX 2019							
3-3	Management of material topics	-	-	-	-	-	2023 Annual Report on Form 10-K Pentair UK Tax Strategy
207-1	Approach to tax	-	-	-	-	-	2023 Annual Report on Form 10-K Pentair UK Tax Strategy

[3] Denotes employees covered by manufacturing labor collective bargaining agreements (including works council employee representation) as a percent of total Pentair population.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
207-2	Tax governance, control, and risk management	-	-	-	-	-	[2023 Annual Report on Form 10-K](#) [Pentair UK Tax Strategy](#)
GRI 302: ENERGY 2016							
3-3	**Management of material topics**	-	-	-	-	-	[Planet: Climate and Greenhouse Gas Emissions](#)
302-1	**Total energy consumption within the organization (GJ)**	**1,179,063.0**	**1,176,786.3**	**1,226,456.8**	**1,176,551.6**	**1,135,395.3**	[Planet: Climate and Greenhouse Gas Emissions](#)
302-1	Total energy consumption within the organization from nonrenewable sources	1,173,793.9	1,171,564.1	1,177,114.6	960,533.5	919,616.7	Planet: Climate and Greenhouse Gas Emissions
302-1	Total energy consumption within the organization from renewable sources	5,269.1	5,222.2	49,342.2	216,018.1	215,778.6	Planet: Climate and Greenhouse Gas Emissions
302-1	**Total Scope 1 and 2 energy consumption (kWh)**	**327,517,505.0**	**326,885,092.5**	**340,682,441.4**	**326,819,897.9**	**315,387,573.4**	[Planet: Climate and Greenhouse Gas Emissions](#)
302-1	**Total nonrenewable fuel consumption (kWh)**	**168,848,686.3**	**167,025,413.8**	**175,009,865.4**	**166,521,368.3**	**168,496,286.4**	[Planet: Climate and Greenhouse Gas Emissions](#)
302-1	Natural gas	119,738,644.8	120,351,018.3	126,945,348.5	113,748,481.6	116,897,477.9	Planet: Climate and Greenhouse Gas Emissions
302-1	Diesel	9,600,139.9	7,047,348.8	7,107,300.5	7,397,820.0	9,073,500.1	Planet: Climate and Greenhouse Gas Emissions
302-1	Ethanol	15,281.7	8,803.4	4,387.2	-	-	Planet: Climate and Greenhouse Gas Emissions
302-1	E-85	-	-	-	166,386.7	34,250.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Gasoline	36,415,140.1	36,130,925.9	37,179,677.1	41,078,245.5	38,059,328.4	Planet: Climate and Greenhouse Gas Emissions
302-1	Kerosene	466,653.0	231,445.0	167,557.9	135,587.2	86,806.1	Planet: Climate and Greenhouse Gas Emissions
302-1	Propane/LPG	2,516,824.5	3,159,870.1	3,509,591.8	3,785,285.6	3,189,734.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Other	96,002.3	96,002.3	96,002.3	209,561.6	1,155,189.9	Planet: Climate and Greenhouse Gas Emissions
302-1	**Total purchased energy consumption - renewable and nonrenewable (kWh)**	**157,205,188.7**	**158,409,062.7**	**164,203,368.0**	**158,787,253.6**	**145,785,489.0**	[Planet: Climate and Greenhouse Gas Emissions](#)
302-1	Purchased electricity (nonrenewable)	157,205,188.7	158,409,062.7	151,966,343.4	100,195,995.5	86,501,024.9	Planet: Climate and Greenhouse Gas Emissions
302-1	Steam	0.0	0.0	0.0	0.0	385,080.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Heat	0.0	0.0	0.0	0.0	0.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Cooling	0.0	0.0	0.0	0.0	0.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Other	0.0	0.0	74.2	97,496.1	66,680.2	Planet: Climate and Greenhouse Gas Emissions
302-1	Purchased electricity (RECs)	0.0	0.0	12,236,950.4	58,493,762.0	58,832,703.9	Planet: Climate and Greenhouse Gas Emissions
302-1	**Total energy sold (kWh)**	**0.0**	**227,082.0**	**0.0**	**0.0**	**0.0**	[Planet: Climate and Greenhouse Gas Emissions](#)
302-1	Electricity	0.0	227,082.0	0.0	0.0	0.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Steam	0.0	0.0	0.0	0.0	0.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Heat	0.0	0.0	0.0	0.0	0.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Cooling	0.0	0.0	0.0	0.0	0.0	Planet: Climate and Greenhouse Gas Emissions
302-1	Other	0.0	0.0	0.0	0.0	0.0	Planet: Climate and Greenhouse Gas Emissions

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
302-1	**Total energy consumption by country (kWh)**	**327,517,505.0**	**326,885,092.5**	**340,682,441.4**	**326,819,897.9**	**315,387,573.4**	**Planet: Climate and Greenhouse Gas Emissions**
302-1	China	15,353,546.5	14,195,356.7	15,791,482.9	14,454,421.1	13,858,957.9	Planet: Climate and Greenhouse Gas Emissions
302-1	Netherlands	24,719,459.4	24,375,873.0	22,742,281.5	21,793,193.5	19,538,669.1	Planet: Climate and Greenhouse Gas Emissions
302-1	Mexico	30,335,893.3	29,946,638.0	32,341,293.3	27,087,884.3	41,773,779.3	Planet: Climate and Greenhouse Gas Emissions
302-1	United States	221,900,847.9	223,075,817.8	230,791,008.0	227,443,278.6	202,978,746.3	Planet: Climate and Greenhouse Gas Emissions
302-1	Other	35,207,757.7	35,291,407.0	39,016,375.7	36,041,120.4	37,237,420.7	Planet: Climate and Greenhouse Gas Emissions
302-1	**Purchased electricity (nonrenewable) grid composition (%)** [4]						**Planet: Climate and Greenhouse Gas Emissions**
302-1	Coal	–	–	–	–	30%	Planet: Climate and Greenhouse Gas Emissions
302-1	Oil	–	–	–	–	0%	Planet: Climate and Greenhouse Gas Emissions
302-1	Gas	–	–	–	–	33%	Planet: Climate and Greenhouse Gas Emissions
302-1	Nuclear	–	–	–	–	12%	Planet: Climate and Greenhouse Gas Emissions
302-1	Hydro	–	–	–	–	4%	Planet: Climate and Greenhouse Gas Emissions
302-1	Biomass	–	–	–	–	2%	Planet: Climate and Greenhouse Gas Emissions
302-1	Wind	–	–	–	–	12%	Planet: Climate and Greenhouse Gas Emissions
302-1	Solar	–	–	–	–	5%	Planet: Climate and Greenhouse Gas Emissions
302-1	Geothermal	–	–	–	–	1%	Planet: Climate and Greenhouse Gas Emissions
302-1	Other Fossil	–	–	–	–	0%	Planet: Climate and Greenhouse Gas Emissions
302-1	Other Unknown/Purchased Fuel	–	–	–	–	0%	Planet: Climate and Greenhouse Gas Emissions
302-2	**Energy consumption outside of the organization (kWh)**	–	–	–	–	–	**Planet: Climate and Greenhouse Gas Emissions**
302-3	**Energy intensity ratio (kWh/earned manufacturing hour)**	**47.5**	**47.0**	**42.8**	**45.6**	**52.0**	**Planet: Climate and Greenhouse Gas Emissions**
302-3	Natural gas intensity ratio	17.4	17.3	16.0	15.9	19.3	Planet: Climate and Greenhouse Gas Emissions
302-3	Purchased electricity intensity ratio	22.8	22.8	20.6	22.1	24.0	Planet: Climate and Greenhouse Gas Emissions
302-4	**Reduction of energy consumption (%)**	**–**	**–**	**–**	**–**	**–**	**Planet: Climate and Greenhouse Gas Emissions**
302-5	**Reductions in energy requirements of products and services (%)**	**–**	**–**	**–**	**–**	**–**	**Planet: Product Design for Sustainability**
GRI 303: WATER AND EFFLUENTS 2018							
3-3	**Management of material topics**	**–**	**–**	**–**	**–**	**–**	**Planet: Water Stewardship**
303-1	**Interactions with water as a shared resource**	**–**	**–**	**–**	**–**	**–**	**Planet: Water Stewardship**
303-2	**Management of water discharge-related impacts**	**–**	**–**	**–**	**–**	**–**	**Planet: Water Stewardship**
303-3	**Total water withdrawal (megaliters)**	**758.0**	**776.3**	**829.9**	**752.8**	**584.6**	**Planet: Water Stewardship**

[4] *US only. Based on 2021 EPA eGrid subregion resource mix.*

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
303-3	Surface water	1.6	3.1	2.6	1.3	0.1	Planet: Water Stewardship
303-3	Groundwater	6.4	7.0	4.4	6.6	3.7	Planet: Water Stewardship
303-3	Seawater	-	-	-	-	-	Planet: Water Stewardship
303-3	Produced water	-	-	-	-	-	Planet: Water Stewardship
303-3	Third-party water	749.9	766.2	822.9	745.0	580.8	Planet: Water Stewardship
303-3	Freshwater [5]	-	-	-	-	-	Planet: Water Stewardship
303-3	Other water [6]	-	-	-	-	-	Planet: Water Stewardship
303-3	**Water withdrawal intensity (megaliter/ earned hours)**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**Planet: Water Stewardship**
303-3	**Total water withdrawal from water-stressed areas (megaliters)**	**171.9**	**194.6**	**217.9**	**176.5**	**138.5**	**Planet: Water Stewardship**
303-4	**Total water discharge (megaliters)**	**721.6**	**727.1**	**780.7**	**696.6**	**555.6**	**Planet: Water Stewardship**
303-5	**Total water consumption (megaliters)**	**36.3**	**49.2**	**49.2**	**56.2**	**29.0**	**Planet: Water Stewardship**
GRI 305: EMISSIONS 2016							
3-3	**Management of material topics**	-	-	-	-	-	**Planet: Climate and Greenhouse Gas Emissions**
305-1	**Total Scope 1 GHG emissions (MT CO_2e)**	**60,813.5**	**56,297.1**	**55,443.8**	**53,963.2**	**55,880.0**	**Planet: Climate and Greenhouse Gas Emissions**
305-1	Natural gas	21,700.8	21,811.8	23,007.0	20,615.2	21,186.1	Planet: Climate and Greenhouse Gas Emissions
305-1	Diesel	2,425.8	1,780.4	1,800.0	1,865.8	2,286.7	Planet: Climate and Greenhouse Gas Emissions
305-1	Ethanol	4.2	2.4	1.2	-	-	Planet: Climate and Greenhouse Gas Emissions
305-1	E-85	-	-	-	10.3	2.1	Planet: Climate and Greenhouse Gas Emissions
305-1	Gasoline	9,175.2	9,099.7	9,374.9	9,933.6	9,195.3	Planet: Climate and Greenhouse Gas Emissions
305-1	Kerosene	120.1	59.6	43.1	35.0	22.3	Planet: Climate and Greenhouse Gas Emissions
305-1	Propane/LPG	543.1	686.7	757.0	820.2	691.8	Planet: Climate and Greenhouse Gas Emissions
305-1	Other	22.3	22.4	22.4	48.1	292.8	Planet: Climate and Greenhouse Gas Emissions
305-1	Process emissions	24,315.2	20,459.1	18,310.0	19,307.3	20,792.6	Planet: Climate and Greenhouse Gas Emissions
305-1	Ozone-depleting substances	2,506.6	2,374.9	2,128.3	1,327.7	1,410.3	Planet: Climate and Greenhouse Gas Emissions
305-1	**Total Scope 1 GHG emissions by country (MT CO_2e)**	**60,813.5**	**56,297.1**	**55,443.8**	**53,963.2**	**55,880.0**	**Planet: Climate and Greenhouse Gas Emissions**
305-1	China	1,375.0	728.6	726.4	603.1	769.8	Planet: Climate and Greenhouse Gas Emissions
305-1	Netherlands	3,402.1	3,376.1	2,668.8	2,350.5	2,129.0	Planet: Climate and Greenhouse Gas Emissions
305-1	Mexico	2,493.8	1,415.2	1,608.2	1,342.8	4,126.2	Planet: Climate and Greenhouse Gas Emissions
305-1	United States	49,710.5	46,611.0	45,775.8	45,579.3	44,151.4	Planet: Climate and Greenhouse Gas Emissions
305-1	Other	3,832.0	4,166.2	4,664.6	4,087.5	4,703.6	Planet: Climate and Greenhouse Gas Emissions

[5] <= 1,000 mg/L total dissolved solids.

[6] >1,000 mg/L total dissolved solids.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
305-2	Total Scope 2 GHG emissions location-based (MT CO$_2$e)	**77,555.5**	**76,147.4**	**72,976.3**	**65,776.8**	**63,580.4**	Planet: Climate and Greenhouse Gas Emissions
305-2	Purchased electricity	77,555.5	76,147.4	67,422.6	42,411.6	38,907.9	Planet: Climate and Greenhouse Gas Emissions
305-2	BEV	-	-	0.0	24.8	17.4	Planet: Climate and Greenhouse Gas Emissions
305-2	RECs	-	-	5,553.7	23,340.4	24,585.8	Planet: Climate and Greenhouse Gas Emissions
305-2	Steam	-	-	-	-	69.2	Planet: Climate and Greenhouse Gas Emissions
305-2	Heat	-	-	-	-	-	Planet: Climate and Greenhouse Gas Emissions
305-2	Cooling	-	-	-	-	-	Planet: Climate and Greenhouse Gas Emissions
305-2	Total Scope 2 GHG emissions location-based by country (MT CO$_2$e)	**77,555.5**	**76,147.4**	**72,976.3**	**65,776.8**	**63,580.4**	**Planet: Climate and Greenhouse Gas Emissions**
305-2	China	7,064.1	7,225.9	7,954.6	6,956.2	6,025.6	Planet: Climate and Greenhouse Gas Emissions
305-2	Netherlands	3,782.7	3,676.4	3,296.8	2,705.6	2,477.0	Planet: Climate and Greenhouse Gas Emissions
305-2	Mexico	9,757.9	9,285.9	9,485.2	8,393.1	7,959.5	Planet: Climate and Greenhouse Gas Emissions
305-2	United States	48,538.7	48,548.4	44,265.9	40,393.0	40,279.6	Planet: Climate and Greenhouse Gas Emissions
305-2	Other	8,412.1	7,410.9	7,973.8	7,329.0	6,838.7	Planet: Climate and Greenhouse Gas Emissions
305-2	Total Scope 2 GHG emissions market-based (MT CO$_2$e)	**79,875.3**	**78,708.0**	**71,794.4**	**45,841.3**	**41,265.7**	**Planet: Climate and Greenhouse Gas Emissions**
305-2	Purchased electricity	79,875.3	78,708.0	71,794.4	45,802.1	41,167.0	Planet: Climate and Greenhouse Gas Emissions
305-2	BEV	-	-	0.0	39.2	29.5	Planet: Climate and Greenhouse Gas Emissions
305-2	RECs	-	-	-	-	-	Planet: Climate and Greenhouse Gas Emissions
305-2	Steam	-	-	-	-	69.2	Planet: Climate and Greenhouse Gas Emissions
305-2	Heat	-	-	-	-	-	Planet: Climate and Greenhouse Gas Emissions
305-2	Cooling	-	-	-	-	-	Planet: Climate and Greenhouse Gas Emissions
305-2	Total Scope 2 GHG emissions market-based by country (MT CO$_2$e)	**79,875.3**	**78,708.0**	**71,794.4**	**45,841.3**	**41,265.7**	**Planet: Climate and Greenhouse Gas Emissions**
305-2	China	7,035.9	7,196.9	7,921.3	6,956.2	6,025.6	Planet: Climate and Greenhouse Gas Emissions
305-2	Netherlands	4,583.2	4,666.3	4,951.0	4,036.2	3,573.2	Planet: Climate and Greenhouse Gas Emissions
305-2	Mexico	9,738.5	9,267.2	9,464.5	4,853.5	2,666.7	Planet: Climate and Greenhouse Gas Emissions
305-2	United States	48,577.3	48,583.9	39,904.5	20,950.5	20,568.9	Planet: Climate and Greenhouse Gas Emissions
305-2	Other	9,940.4	8,993.8	9,553.0	9,044.9	8,431.3	Planet: Climate and Greenhouse Gas Emissions
305-4	Scope 1 and 2 GHG emissions intensity (MT CO$_2$e/earned hour)	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**Planet: Climate and Greenhouse Gas Emissions**

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
GRI 306: WASTE 2020							
3-3	**Management of material topics**	-	-	-	-	-	**Planet: Waste**
306-1	**Waste generation and significant waste-related impacts**	-	-	-	-	-	**Planet: Waste**
306-2	**Management of significant waste-related impacts**	-	-	-	-	-	**Planet: Waste**
306-3	**Total waste generated (metric tons)[7]**	**34,639.3**	**32,697.0**	**27,497.5**	**27,533.7**	**35,496.9**	**Planet: Waste**
306-3	Non-hazardous waste generated	33,207.4	31,182.0	25,988.9	25,585.8	34,376.4	Planet: Waste
306-3	Hazardous waste generated	1,431.9	1,515.1	1,508.6	1,947.9	1,120.5	Planet: Waste
306-4	**Total waste diverted from landfill (metric tons)[7]**	**26,534.2**	**24,860.2**	**22,201.1**	**21,442.3**	**28,197.4**	**Planet: Waste**
306-4	**Non-hazardous waste diverted from landfill (metric tons)[7]**	**25,293.6**	**23,599.0**	**20,932.0**	**20,285.3**	**27,402.9**	**Planet: Waste**
306-4	Prepared for reuse [8]	470.8	2,392.0	7,902.0	4,583.9	10,829.2	Planet: Waste
306-4	Recycled	24,822.8	21,207.0	13,030.0	15,701.4	16,573.7	Planet: Waste
306-4	Other	0.0	0.0	0.0	0.0	0.0	Planet: Waste
306-4	**Hazardous waste diverted from landfill (metric tons)[7]**	**1,240.6**	**1,261.2**	**1,269.1**	**1,157.0**	**794.6**	**Planet: Waste**
306-4	Prepared for reuse [8]	12.3	0.0	6.4	0.0	2.0	Planet: Waste
306-4	Recycled	1,228.4	1,261.2	1,262.7	1,157.0	792.6	Planet: Waste
306-4	Other	0.0	0.0	0.0	0.0	0.0	Planet: Waste
306-5	**Total waste disposed (metric tons)[7]**	**8,105.0**	**7,837.0**	**5,296.4**	**6,091.4**	**7,299.4**	**Planet: Waste**
306-5	**Non-hazardous waste disposed (metric tons)[7]**	**7,913.9**	**7,583.0**	**5,056.9**	**5,300.5**	**6,973.5**	**Planet: Waste**
306-5	Incineration (with energy recovery)	-	-	-	-	574.9	Planet: Waste
306-5	Incineration (without energy recovery)	-	-	-	-	528.7	Planet: Waste
306-5	Landfill	6,806.9	6,371.0	3,887.4	4,464.4	5,869.9	Planet: Waste
306-5	Other	1,107.0	1,212.0	1,169.5	836.1	0.0	Planet: Waste
306-5	**Hazardous waste disposed (metric tons)[7]**	**191.1**	**254.0**	**239.5**	**790.9**	**325.9**	**Planet: Waste**
306-5	Incineration (with energy recovery)	-	-	-	-	33.7	Planet: Waste
306-5	Incineration (without energy recovery)	-	-	-	-	189.3	Planet: Waste
306-5	Landfill	16.1	141.0	82.4	548.7	103.0	Planet: Waste
306-5	Other	175.1	113.0	157.1	242.2	0.0	Planet: Waste

[7] Waste data follows a November through October reporting cycle.

[8] Prepared for reuse is defined as materials that can be reused for the same or different process within a facility as an alternative to disposal.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016							
3-3	**Management of material topics**	-	-	-	-	-	**People: Supply Chain**
308-1	**New suppliers that were screened using environmental criteria (%)**	-	-	-	-	14%	**Pentair Supplier Code of Conduct** **People: Supply Chain**
GRI 401: EMPLOYMENT 2016							
3-3	**Management of material topics**	-	-	-	-	-	People: Talent
401-1	**Total employee new hires** [1]	2,314	2,432	4,305	3,411	2,246	People: Talent
401-1	**By age group**						
401-1	Under 30 years old	834	1,047	1,565	1,128	998	People: Talent
401-1	Under 30 years old (%) [9]	9%	11%	14%	10%	9%	People: Talent
401-1	30 to 50 years old	1,078	1,053	2,010	1,672	1,025	People: Talent
401-1	30 to 50 years old (%) [9]	12%	11%	18%	15%	10%	People: Talent
401-1	Over 50 years old	383	316	698	537	187	People: Talent
401-1	Over 50 years old (%) [9]	4%	3%	6%	5%	2%	People: Talent
401-1	Unknown	19	16	32	74	36	People: Talent
401-1	**By gender**						
401-1	Women	651	878	1,447	1,057	655	People: Talent
401-1	Women (%) [9]	7%	9%	13%	9%	6%	People: Talent
401-1	Men	1,644	1,539	2,828	2,216	1,549	People: Talent
401-1	Men (%) [9]	18%	16%	25%	20%	15%	People: Talent
401-1	Unknown	19	15	30	138	42	People: Talent
401-1	**By region**						
401-1	North America (US and Canada)	1,584	1,698	3,268	2,070	993	People: Talent
401-1	North America (%) [9]	17%	17%	29%	19%	9%	People: Talent
401-1	EMEA (Europe, Middle East, and Africa)	346	194	269	344	232	People: Talent
401-1	EMEA (%) [9]	4%	2%	2%	3%	2%	People: Talent
401-1	APAC (Asia Pacific; Includes India)	213	101	227	334	152	People: Talent
401-1	APAC (%) [9]	2%	1%	2%	3%	1%	People: Talent
401-1	Mexico/LATAM (Latin America)	171	439	541	663	869	People: Talent
401-1	Mexico/LATAM (%) [9]	2%	4%	5%	6%	8%	People: Talent

[1] Excludes contingent workers; Includes temporary employees.

[9] As a percentage of total workforce.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
401-1	**By people of color/non-people of color [10]**						
401-1	People of color	–	–	1,547	749	367	People: Talent
401-1	People of color (%) [11]	–	–	24%	13%	7%	People: Talent
401-1	Non-people of color	–	–	1,107	840	454	People: Talent
401-1	Non-people of color (%) [11]	–	–	17%	14%	9%	People: Talent
401-1	Undeclared	–	–	612	479	171	People: Talent
401-1	Undeclared (%) [11]	–	–	9%	8%	3%	People: Talent
401-1	**Total number of employee turnover [1]**	**2,505**	**1,910**	**2,936**	**3,728**	**2,930**	**People: Talent**
401-1	**By age group**						
401-1	Under 30 years old	765	692	1,099	1,209	889	People: Talent
401-1	Under 30 years old (%) [9]	8%	7%	10%	11%	8%	People: Talent
401-1	30 to 50 years old	1,186	837	1,311	1,728	1,368	People: Talent
401-1	30 to 50 years old (%) [9]	13%	8%	12%	15%	13%	People: Talent
401-1	Over 50 years old	542	368	513	769	651	People: Talent
401-1	Over 50 years old (%) [9]	6%	4%	5%	7%	6%	People: Talent
401-1	Unknown	12	13	13	22	22	People: Talent
401-1	Unknown (%) [9]	0%	0%	0%	0%	0%	People: Talent
401-1	**By gender**						
401-1	Women	708	608	891	1,194	1,043	People: Talent
401-1	Women (%) [9]	8%	6%	8%	11%	10%	People: Talent
401-1	Men	1,780	1,288	2,032	2,489	1,846	People: Talent
401-1	Men (%) [9]	19%	13%	18%	22%	17%	People: Talent
401-1	Unknown	17	14	13	45	41	People: Talent
401-1	Unknown (%) [9]	0%	0%	0%	0%	0%	People: Talent
401-1	**By region**						
401-1	North America (US and Canada)	1,457	1,324	2,009	2,697	1,761	People: Talent
401-1	North America (%) [9]	16%	13%	18%	24%	17%	People: Talent
401-1	EMEA (Europe, Middle East, and Africa)	353	235	239	296	247	People: Talent
401-1	EMEA (%) [9]	4%	2%	2%	3%	2%	People: Talent
401-1	APAC (Asia Pacific; Includes India)	294	131	177	173	240	People: Talent
401-1	APAC (%) [9]	3%	1%	2%	2%	2%	People: Talent

[1] *Excludes contingent workers; Includes temporary employees.*

[9] *As a percentage of total workforce.*

[10] *US only; 5,186 total employees in the US; Excludes contingent workers; Includes temporary employees.*

[11] *As a percentage of total US workforce.*

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
401-1	Mexico/LATAM (Latin America)	401	220	511	562	682	People: Talent
401-1	Mexico/LATAM (%) [9]	4%	2%	5%	5%	6%	People: Talent
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	-	-	-	People: Employee Health and Wellness
401-3	**Total number of employees entitled to parental leave** [12]	**-**	**4,703**	**5,381**	**5,002**	**4,268**	**People: Employee Health and Wellness**
401-3	Women	-	1,662	1,978	1,853	1,568	People: Employee Health and Wellness
401-3	Men	-	3,041	3,403	3,149	2,696	People: Employee Health and Wellness
401-3	**Number of employees who took parental leave** [12]	**-**	**113**	**173**	**176**	**180**	**People: Employee Health and Wellness**
401-3	Women	-	43	60	65	64	People: Employee Health and Wellness
401-3	Men	-	70	113	111	116	People: Employee Health and Wellness
401-3	**Number of employees who returned from parental leave** [12]	**-**	**111**	**173**	**169**	**169**	**People: Employee Health and Wellness**
401-3	Women	-	41	60	62	57	People: Employee Health and Wellness
401-3	Men	-	70	113	107	112	People: Employee Health and Wellness
401-3	**Number of employees who returned from parental leave and are still employed after 12 months of returning to work** [12]	**-**	**100**	**-**	**122**	**105**	**People: Employee Health and Wellness**
401-3	Women	-	38	-	49	33	People: Employee Health and Wellness
401-3	Men	-	62	-	73	72	People: Employee Health and Wellness
401-3	**Return to work rate for employees who took parental leave (%)** [12]						
401-3	Women	-	95%	100%	95%	89%	People: Employee Health and Wellness
401-3	Men	-	100%	100%	96%	97%	People: Employee Health and Wellness
401-3	**Retention rate for employees who took parental leave (%)** [12]						
401-3	Women	-	88%	-	82%	53%	People: Employee Health and Wellness
401-3	Men	-	89%	-	65%	67%	People: Employee Health and Wellness
GRI 402: LABOR/MANAGEMENT RELATIONS 2016							
3-3	Management of material topics	-	-	-	-	-	People: Talent

[9] As a percentage of total workforce.

[12] Employees with undeclared gender are excluded.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018							
3-3	Management of material topics	-	-	-	-	-	People: Occupational Health and Safety
403-1	Occupational health and safety management system	-	-	-	-	-	People: Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	-	-	-	-	-	People: Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	-	-	-	-	-	People: Occupational Health and Safety
403-5	Worker training on occupational health and safety	-	-	-	-	-	People: Occupational Health and Safety
403-9	**Work-related injuries for all permanent employees and temporary workers**						
403-9	Total number of recordable work-related injuries [13]	187	155	160	185	156	People: Occupational Health and Safety
403-9	Rate of recordable work-related injuries [13]	2.27	1.96	1.81	2.00	1.66	People: Occupational Health and Safety
403-9	Total number of lost-time injuries [13]	65	54	44	64	77	People: Occupational Health and Safety
403-9	Lost-time injury rate [13]	0.79	0.68	0.50	0.69	0.82	People: Occupational Health and Safety
403-9	Total number of severe injuries resulting in lost-time [13]	-	-	-	-	14	People: Occupational Health and Safety
403-9	Total number of fatalities as a result of work-related injury [14]	0	0	0	0	1	People: Occupational Health and Safety
403-9	Total number of permanent employee hours worked [13]	15,561,254	14,585,265	16,414,198	17,288,584	17,582,201	People: Occupational Health and Safety
403-9	Total number of permanent employee and temporary worker hours worked [13]	16,494,908	15,778,561	17,646,722	18,476,622	18,830,278	People: Occupational Health and Safety
403-9	**Work-related injuries for all temporary workers**						
403-9	Total number of recordable work-related injuries [13]	21	26	8	-	4	People: Occupational Health and Safety
403-9	Rate of recordable work-related injuries [13]	4.50	4.36	1.30	-	0.64	People: Occupational Health and Safety
403-9	Total number of lost-time injuries [13]	4	5	3	-	2	People: Occupational Health and Safety
403-9	Lost-time injury rate [13]	0.86	0.84	0.49	-	0.32	People: Occupational Health and Safety
403-9	Total number of severe injuries resulting in lost-time [13]	-	-	-	-	0	People: Occupational Health and Safety

[13] Data set includes all manufacturing locations, in addition to the KBI Field Service business. Excludes fatalities.

[14] Data set includes all manufacturing locations, in addition to the KBI Field Service business.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
403-9	Total number of fatalities as a result of work-related injury [14]	0	0	0	-	0	People: Occupational Health and Safety
403-9	Total number of temporary worker hours worked [13]	933,654	1,193,296	1,232,524	1,188,038	1,248,077	People: Occupational Health and Safety
GRI 404: TRAINING AND EDUCATION 2016							
3-3	**Management of material topics**	-	-	-	-	-	**People: Talent**
404-1	**Average hours of training per year per employee[15]**	-	-	-	-	4	**People: Talent**
404-2	**Programs for upgrading employee skills and transition assistance programs**	-	-	-	-	-	**People: Talent**
404-3	**Total employees receiving regular performance and career development reviews (%)[16]**	-	91%	93%	94%	95%	**People: Talent**
404-3	Women	-	91%	93%	94%	96%	People: Talent
404-3	Men	-	91%	93%	94%	95%	People: Talent
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016							
3-3	**Management of material topics**	-	-	-	-	-	**People: Diversity, Equity, and Inclusion**
405-1	**Total employees [1]**	9,290	9,878	11,263	11,189	10,578	**People: Diversity, Equity, and Inclusion**
405-1	**Diversity of employees**						
405-1	**Workforce [17]**	9,290	9,878	11,263	11,189	10,578	**People: Diversity, Equity, and Inclusion**
405-1	Women (%) [9]	30%	31%	32%	32%	31%	People: Diversity, Equity, and Inclusion
405-1	Men (%) [9]	69%	68%	67%	66%	68%	People: Diversity, Equity, and Inclusion
405-1	People of color (%) [11]	39%	42%	43%	40%	38%	People: Diversity, Equity, and Inclusion
405-1	**Leadership [18]**	127	127	144	165	162	**People: Diversity, Equity, and Inclusion**
405-1	Women (%) [19]	28%	28%	31%	32%	31%	People: Diversity, Equity, and Inclusion
405-1	Men (%) [19]	70%	72%	69%	68%	69%	People: Diversity, Equity, and Inclusion
405-1	People of color (%) [20]	23%	25%	26%	25%	24%	People: Diversity, Equity, and Inclusion
405-1	**Board of Directors (%)**						
405-1	Women	38%	33%	40%	40%	40%	People: Diversity, Equity, and Inclusion

[1] Excludes contingent workers; Includes temporary employees.

[9] As a percentage of total workforce.

[11] As a percentage of total US workforce.

[13] Data set includes all manufacturing locations, in addition to the KBI Field Service business. Excludes fatalities.

[14] Data set includes all manufacturing locations, in addition to the KBI Field Service business.

[15] Includes the executive, management, and professional employee populations. Trainings are both instructor-led and self-paced and are focused on areas such as career and leadership development, functional skill growth, and soft-skill maturation. Data point excludes compliance training.

[16] Includes professional employee population only.

[17] Workforce is equal to our total employee population; Excludes contingent workers; Includes temporary employees.

[18] Leadership is defined as Director level and above. Excludes contingent workers; Includes temporary employees.

[19] As a percentage of total leadership.

[20] As a percentage of total US leadership.

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
405-1	Men	63%	67%	60%	60%	60%	People: Diversity, Equity, and Inclusion
405-1	People of color	38%	33%	40%	40%	40%	People: Diversity, Equity, and Inclusion
405-1	**Employees by age group**						
405-1	**Workforce (%)** [17]						
405-1	Under 30 years old [9]	14%	16%	16%	14%	15%	People: Diversity, Equity, and Inclusion
405-1	30 to 50 years old [9]	55%	54%	52%	53%	53%	People: Diversity, Equity, and Inclusion
405-1	Over 50 years old [9]	31%	30%	31%	32%	31%	People: Diversity, Equity, and Inclusion
405-1	**Leadership (%)** [18]						
405-1	Under 30 years old [19]	0%	0%	0%	0%	0%	People: Diversity, Equity, and Inclusion
405-1	30 to 50 years old [19]	67%	63%	57%	53%	61%	People: Diversity, Equity, and Inclusion
405-1	Over 50 years old [19]	33%	37%	43%	47%	39%	People: Diversity, Equity, and Inclusion
405-1	**Board of Directors (%)**						
405-1	Under 30 years old	0%	0%	0%	0%	0%	People: Diversity, Equity, and Inclusion
405-1	30 to 50 years old	13%	0%	10%	0%	0%	People: Diversity, Equity, and Inclusion
405-1	Over 50 years old	88%	100%	90%	100%	100%	People: Diversity, Equity, and Inclusion
405-1	**Employees by region** [1]						
405-1	North America (US and Canada)	4,779	5,204	6,479	5,928	5,221	People: Diversity, Equity, and Inclusion
405-1	EMEA (Europe, Middle East, and Africa)	2,235	2,188	2,218	2,311	2,303	People: Diversity, Equity, and Inclusion
405-1	APAC (Asia Pacific; Includes India)	1,414	1,404	1,454	1,613	1,525	People: Diversity, Equity, and Inclusion
405-1	Mexico/LATAM (Latin America)	862	1,082	1,112	1,337	1,529	People: Diversity, Equity, and Inclusion
GRI 406: NON-DISCRIMINATION 2016							
3-3	**Management of material topics**	-	-	-	-	-	Governance: Labor and Human Rights Pentair Code of Business Conduct and Ethics Pentair Human Rights Policy
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016							
3-3	**Management of material topics**	-	-	-	-	-	Governance: Labor and Human Rights Pentair Human Rights Policy
GRI 408: CHILD LABOR 2016							
3-3	**Management of material topics**	-	-	-	-	-	Governance: Labor and Human Rights Pentair Human Rights Policy

[1] *Excludes contingent workers; Includes temporary employees.*

[9] *As a percentage of total workforce.*

[17] *Workforce is equal to our total employee population; Excludes contingent workers; Includes temporary employees.*

[18] *Leadership is defined as Director level and above. Excludes contingent workers; Includes temporary employees.*

[19] *As a percentage of total leadership.*

DISCLOSURE	METRIC	2019	2020	2021	2022	2023	RESPONSE
GRI 409: FORCED OR COMPULSORY LABOR 2016							
3-3	**Management of material topics**	-	-	-	-	-	**Governance: Labor and Human Rights** **Pentair Human Rights Policy**
GRI 410: SECURITY PRACTICES 2016							
3-3	**Management of material topics**	-	-	-	-	-	**Governance: Information Security and Data Privacy** **2023 Annual Report on Form 10-K**
GRI 413: LOCAL COMMUNITIES 2016							
3-3	**Management of material topics**	-	-	-	-	-	**People: Community Impact**
413-1	**Operations with local community engagement, impact assessments, and development programs**	-	-	-	-	-	**People: Community Impact**
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016							
3-3	**Management of material topics**	-	-	-	-	-	**People: Supply Chain**
414-1	**New suppliers that were screened using social criteria (%)**	-	-	-	-	14%	**People: Supply Chain**
GRI 415: PUBLIC POLICY 2016							
3-3	**Management of material topics**	-	-	-	-	-	**Governance: Corporate Associations and Contributions** **Political Contributions Policy**
415-1	**Political contributions**	-	-	-	-	-	**Governance: Corporate Associations and Contributions** **Political Contributions Policy** **2023 Political Contributions Reporting**
GRI 416: CUSTOMER HEALTH AND SAFETY 2016							
3-3	**Management of material topics**	-	-	-	-	-	**People: Product Quality**
GRI 418: CUSTOMER PRIVACY 2016							
3-3	**Management of material topics**	-	-	-	-	-	**Governance: Information Security and Data Privacy**
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	-	-	-	Governance: Information Security and Data Privacy 2023 Annual Report on Form 10-K

SUSTAINABLE ACCOUNTING STANDARDS BOARD INDEX

Pentair is reporting disclosure topics within the Sustainable Accounting Standards Board ("SASB") Industrial Machinery and Goods subsector of Resource Transformation. Dashes in the table indicate metrics that are not applicable or available for disclosure.

CODE	ACCOUNTING METRIC	2019	2020	2021	2022	2023	RESPONSE
ENERGY MANAGEMENT							
RT-IG-130a.1	**Total energy consumed (GJ)**	1,179,063.0	1,176,786.3	1,226,456.8	1,176,551.6	1,135,395.3	**Planet: Climate and Greenhouse Gas Emissions**
RT-IG-130a.1	**Percentage grid electricity (%)**	48%	48%	45%	31%	27%	**Planet: Climate and Greenhouse Gas Emissions**
RT-IG-130a.1	**Percentage renewable (%)**	0%	0%	4%	18%	19%	**Planet: Climate and Greenhouse Gas Emissions**
EMPLOYEE HEALTH AND SAFETY							
RT-IG-320a.1	**Total recordable incident rate (TRIR)**[13]	2.27	1.96	1.81	2.00	1.66	**People: Occupational Health and Safety**
RT-IG-320a.1	**Fatality rate**[14]	0.00	0.00	0.00	0.00	0.01	**People: Occupational Health and Safety**
RT-IG-320a.1	**Near miss frequency rate (NMFR)**[21]	-	-	10.88	11.28	12.75	**People: Occupational Health and Safety**
MATERIALS SOURCING							
RT-IG-440a.1	**Description of the management of risks associated with the use of critical materials**	-	-	-	-	-	**2023 Annual Report on Form 10-K**
ACTIVITY METRICS							
RT-IG-000.B	**Number of employees: Total** [1]	9,290	9,878	11,263	11,189	10,578	**People: Talent**
RT-IG-000.B	North America (US and Canada)	4,779	5,204	6,479	5,928	5,221	People: Talent
RT-IG-000.B	EMEA (Europe, Middle East, and Africa)	2,235	2,188	2,218	2,311	2,303	People: Talent
RT-IG-000.B	APAC (Asia Pacific; Includes India)	1,414	1,404	1,454	1,613	1,525	People: Talent
RT-IG-000.B	Mexico/LATAM (Latin America)	862	1,082	1,112	1,337	1,529	People: Talent

[1] Excludes contingent workers; Includes temporary employees.

[13] Data set includes all manufacturing locations, in addition to the KBI Field Service business. Excludes fatalities.

[14] Data set includes all manufacturing locations, in addition to the KBI Field Service business.

[21] Data set includes all manufacturing locations, in addition to the KBI Field Service business. Excludes fatalities. Brookfield facility is excluded for 2023 due to closure activities.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX

Pentair is disclosing climate information according to Task Force on Climate-related Financial Disclosures ("TCFD") recommendations.

DISCLOSURE RECOMMENDATIONS		RESPONSE
GOVERNANCE		
Governance regarding climate change risk and opportunities	a. Board's oversight of climate-related risks and opportunities	The Governance Committee of our Board of Directors reviews social responsibility matters quarterly, and the full Board of Directors receives updates at least annually including progress on our Social Responsibility Strategic Targets, including our carbon footprint reduction. Through our enterprise risk management program (ERM), Pentair's Board of Directors reviews significant and material risks facing the business and helps to ensure that management develops and implements appropriate controls and risk mitigation strategies. Our ERM program includes discussion regarding social responsibility focus areas, including climate and greenhouse gas emissions. Governance: Social Responsibility Governance and Risk Management 2024 Proxy Statement
	b. Management's role in assessing and managing climate-related risks and opportunities	Cross-functional leaders work with our dedicated social responsibility team to integrate social responsibility into their businesses, functions, and processes. This includes climate and greenhouse gas emission initiatives as applicable. Governance: Social Responsibility Governance and Risk Management 2024 Proxy Statement
STRATEGY		
Impact of climate change risk and opportunities on the business, strategy, and financial plan of an organization	a. Climate-related risks and opportunities the organization has identified over the short, medium, and long term	Pentair plans to conduct a climate risk and opportunity assessment, as well as climate scenario analysis. 2023 Annual Report on Form 10-K Planet: Climate and Greenhouse Gas Emissions
	b. Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Pentair plans to conduct a climate risk and opportunity assessment, as well as climate scenario analysis. 2023 Annual Report on Form 10-K Planet: Climate and Greenhouse Gas Emissions
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Pentair plans to conduct a climate risk and opportunity assessment, as well as climate scenario analysis. 2023 Annual Report on Form 10-K Planet: Climate and Greenhouse Gas Emissions

DISCLOSURE RECOMMENDATIONS			RESPONSE
RISK MANAGEMENT			
How the organization identifies, assesses, and manages climate-related risks	a. The organization's processes for identifying and assessing climate-related risks		Pentair plans to conduct a climate risk and opportunity assessment, as well as climate scenario analysis. 2023 Annual Report on Form 10-K Planet: Climate and Greenhouse Gas Emissions Governance: Social Responsibility Governance and Risk Management
	b. The organization's processes for managing climate-related risks		Pentair plans to conduct a climate risk and opportunity assessment, as well as climate scenario analysis. 2023 Annual Report on Form 10-K Planet: Climate and Greenhouse Gas Emissions
	c. How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management		Pentair plans to conduct a climate risk and opportunity assessment, as well as climate scenario analysis. 2023 Annual Report on Form 10-K Planet: Climate and Greenhouse Gas Emissions
METRICS AND TARGETS			
The metrics and targets used to assess and manage climate change risk and opportunity	a. The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process		Metrics used by Pentair include various energy and greenhouse gas emissions metrics as disclosed in our ESG Index. Planet: Climate and Greenhouse Gas Emissions
	b. Scope 1; Scope 2; and, if appropriate, Scope 3 GHG emissions and the related risks		2023 total Scope 1 greenhouse gas emissions: 55,880.0 MT CO_2e 2023 total Scope 2 greenhouse gas emissions (market-based): 41,265.7 MT CO_2e Pentair plans to assess Scope 3 greenhouse gas emissions. Planet: Climate and Greenhouse Gas Emissions
	c. The targets used by the organization to manage climate-related risks and opportunities and performance against targets		Pentair is committed to the transition to a low-carbon economy through reducing our emissions. Our targets of reducing our GHG emissions by 50% from a 2019 baseline by 2030 and our aim to achieve carbon neutrality by 2050, in each case relating to Scope 1 and 2 GHG emissions, were developed using tools by the Science Based Targets initiative and in alignment with the Intergovernmental Panel on Climate Change 1.5° C scenario. Planet: Climate and Greenhouse Gas Emissions